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ABSTRACT

Consisting of items published between 1977 and 1981, this 445-item bibliography focuses on women in education, government, business, and industry. Topics covered include nontraditional careers for women, sex role stereotypes, and role models for young women. There is also an emphasis on affirmative action cases and programs. Other major topics include sex discrimination in institutions of higher education, women in science and mathematics, women's incomes as compared to men's, and women in management or executive positions. The bibliography is divided into journal articles; books and materials; reports, studies, surveys, and projects; papers and legal materials; and bibliographies. Entries are accompanied by abstracts and by ERIC or ABI-INFORM accession numbers where applicable. (Author/JH)

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WOMEN IN OCCUPATIONS AND EQUITY ISSUES
AN ANNOTATED BIBLIOGRAPHICAL GUIDE TO THE LITERATURE

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UNIVERSITY OF MISSOURI-KANSAS CITY

SCHOOL OF EDUCATION
SEPTEMBER, 1981

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FOREWORD

This annotated bibliography on Women in Occupations and Equity Issues was compiled for the period of 1977 to 1981. The 445 abstracts were drawn from ERIC and ABI-INFORM data based retrieval systems. Numerical counts of document types and abstract topics and issues are included in the appendices section.

The scope of the abstracts is focused on education and government in the public sector and business and industry in the private sector.

In reference to the major topics and issues cited during this period, most of the emphases relates to non-traditional career counseling, sex role stereotypes, and role models for young women. Sex discrimination is highlighted next by affirmative action cases and programs and litigation. Other major threads noted in the abstracts related to 1) sex discrimination at institutions of higher education, 2) women in science and mathematics and related fields, 3) income comparisons based on sex, and 4) women in management or executive position,

These topics and issues were also of significant mention in an annotated bibliography on Women in Management completed in 1977 for the 1960 to 1976 period of time. However, it is acknowledged that the representativeness of these topics and issues in relation to equity for women is limited to the data retrieval sources.

On the other hand, a multitude of media sources are available to readers interested in probing the breadth and depth of women's issues on a national and international basis. In particular reference to this volume, researchers and under-graduate and graduate students are provided with a

current guide to various topics and issues involving equality for women. The volume can also be valuable for educational practitioners and women in general who are interested in summarized information about topics and issues they can peruse or probe in terms of their special interests or perspectives.

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A special thanks is given to Ms. Glenda Whisler, a graduate student in educational administration who took on the tedious task of providing a frequency count analysis of the various kinds of publications and emphases areas represented in the annotated abstracts.

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INTRODUCTION

If any trend regarding the impact of the quest for womens' equality is clearly discernible at the moment, it is the huge increase of women entering or re-entering the American Labor force. As a corollary of this phenomenon, young as well as re-entry women are highly represented or outnumbering men in university and college degree programs in a variety of career fields.

Therefore, it should not be surprising that one of the most frequently mentioned topics in the annotated bibliography is non-traditional career counseling for women.

As this careering press continues strongly into the 1980's, it is also axiomatic that university and college officials will be exposed to continual documented research studies and reports as well as active womens' groups defining & re-defining the problems of sex discrimination in regard to institutional policies and practices which may need re-examination and or changes to better meet the needs and goals of careering women.

It seems clear that as the central problem of sex discrimination is consistently addressed the boundaries of issues are also extended into every facet of womens' lives. As an added factor, sex inequalities deeply ingrained in the American societal fabric of traditions and norms will continue to affect the kinds & rates of change regarding equity in the personal and institutional contexts of American society.

On the salient aspect of womens' employment & career inequities, the real test of change will be evidence of hiring and career advancement flow during this decade. Otherwise, women careerists will not walk ahead or in cadence with men as an equity trade-off to their perennial & historical

subservience role as quoted, in part in a local area report:

"We still have minor and insignificant roles in working, interpreting, and enforcing our laws, in running our political parties, churches, businesses, schools, media, and in governing our cities and counties. In 1981 we are still underpaid, undervalued, underpromoted and underestimated."*

The evolutionary aspects of sex role definition and its accompanying adaptations depend on the struggles of men & women to attain a healthy constructive equilibrium bereft of undue biases. At the same time, both genders need to clearly recognize their responsibilities in all phases of personal and professional living.

*The Kansas City Metropolitan Regional Commission on the status of Women Report, June, 1981.

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JOURNAL ARTICLES

"A Test for Women's Job Rights," Chemical Week, v126n11, 58-60, Mar. 12, 1980.
ID No: 80005896

Firms in the chemical process industries (CPI) may face more litigation based on Title VII of the Civil Rights Act as public interest groups and labor unions step up efforts to stop alleged discrimination against women on the job. A test involving women in hazardous industrial jobs has yet to be tried in court, and this issue is in ferment, the specific issue being taking women off some jobs because working conditions could harm them and their future children. CPI companies say they are trying to meet the contradictory goals of protecting employees from workplace hazards and yet offering equal employment opportunities. Consumer activists demand that companies clean up hazards in the workplace instead of barring women from jobs in questionable areas. American Cyanamid is presently involved in a suit that may chart the way for future Title VII sex discrimination cases. Companies are advised to initiate audits to seek out discriminatory practices and to take other measures including:

1. seeking qualified advice in making personnel placement decisions,
2. trying to understand the position of labor unions, and
3. using qualified experts to conduct the discrimination audits.

Adams, Carole J., "The Women's Banks: An Update," United States Banker, v89n12, 28,30,50, Oct. 1978.
ID No: 78017365

There are presently eight women's banks in the U.S. which were organized to meet the need for real credit equality for women, aside from legislated credit equality. As women compose an increasing proportion of the workforce and the earnings gap is closing between them and men, they are becoming a more attractive market. Further women's banks offer individual nondiscriminatory attention to the needs of all customers. They offer educational programs for all their customers ranging from the topics of estate planning to financial counseling. Some women's banks have even changed their names in order not to exclude men and to broaden their customer base. Services offered by these banks are especially tailored to the needs of the individuals within the community which is reflected in the fact that women's banks are more committed to retail rather than commercial lending. Their growth has been healthy and their future looks bright.

Agarwal, Naresh C.; Jain, Harish C., "Pay Discrimination Against Women in Canada: Issues and Policies," International Labour Review, v117n2 169-177, March-April, 1978.
ID No: 78008584

Although all Canadian provinces have enacted equal pay or non-discrimination guidelines, statistics reveal that women still receive lower pay per job duty than men. Many studies of empirical evidence are reviewed and an explanation of this differentiation. One reason cited is that of non-enforcement of statutes and regulations. Recommendations for future action include: 1. Equal pay definitions should include wages, fringe

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benefits, and other compensation. 2. Equal work should be defined in terms of the value of work to facilitate comparisons among similar or dissimilar jobs. 3. Employers should be encouraged through legislation to evaluate jobs in consultation with employees. 4. Enforcement procedures should be strengthened by ensuring anonymity to employees filing complaints, creating a centralized system of independent investigation, etc.

Agre, Gene P.; Finkelstein, Barbara, "Feminism and School Reform: The Last Fifteen Years," Teachers College Record, v80 n2 p307-15, Dec. 1978.
EJ 200515 SP 507986

Two distinct lines of argument elaborating connections between school reform and women's lives are identified. The "domestic feminism" tradition defines the meaning of education in relation to the processes of moral and psychological nurture; "economic feminists" have looked to schools to readjust the relationships of women to the marketplace.

Aguino, Belinda A., "The History of Pilipino Women in Hawaii," Bridge, An Asian American Perspective, v7 ni p17-21, Spring, 1979.
EJ 207429 UD 507173

Results of a study of Pilipino immigrant women living in Honolulu are presented. Topics covered include educational background, employment, adjustment to the new environment, language problems, discrimination, and views on ethnicity.

Aikin, Olga, "Difficulties of "Like Work," Personnel Mgmt, v11n4 46 April, 1979.
ID No: 79007903

British legislation designed to prevent discrimination on grounds of sex has attempted to ensure that women are not treated less favorably than men. In particular, women employed on "like work" with men, and women employed on work rated as an equivalent with that of men in the same employment should not be treated differently. It should be noted that the treatment is not required to be identical only as favorable. Court decisions on cases of purported discrimination have taken the legislation into account and the final decisions have been based on certain pay rate factors, such as the fact that a company's night rate might be more than the same job on a day shift. In *Clay Cross (Quarry Service) v. Fletcher* (1979), the only suitable applicant for a vacant position was already receiving more than that paid to the 2 current employees in that category both of whom were women. When a male was hired, the women sued. The final decision was that the man had better educational qualifications and a potential for doing a higher level job.

Aikin, Olga, "Discriminatory Advertisements," Personnel Mgmt v12n6 58, June, 1980.
ID No: 80014162

The Equal Opportunities Commission (EOC) sought action against a Mr. Robertson and his companies for advertising which was discriminatory under the Sex Discrimination Act (SDA). This action establishes that SDA

provisions apply to self-employed and regularly-employed persons. The tribunal hearing the case decided that the advertiser's intentions did not matter. The only consideration was whether the ad was understood as discriminatory or not. The jobs advertised required more lifting of heavy weights than could be asked of women, according to Mr. Robertson, although the SDA does not allow strength to be considered as an occupational qualification unless there are statutes involved. The ads were of 2 kinds: 1. those offering different pay rates to men and women for the same job, and 2. those using the words "bloke or blokes" which indicated the words were used solely to satisfy the EDC. Mr. Robertson was not granted an exemption, although the companies were small, because they were all controlled by him, making them associated companies.

Aldrich, Michele L., "Women in Science," Signs: Journal of Women in Culture and Society, 4, 1, 126-35, 1978.
EJ 189738 UD 506487

Recent studies concerning women working in the sciences comment on their history, numbers, education, and employment. It is suggested that further studies on women in non-academic science professions will promote even greater understanding science and of women, past and present.

Anderson, Rosemarie, "Motive to Avoid Success: A Profile," Sex Roles, 4, 2, 239-48, 1978.
EJ 182510 UD 506191

In a series of studies, women exhibiting the motive to avoid success were generally career-oriented but aspired to traditional female occupations. Women not exhibiting this motive were more likely to choose traditional female occupations. Maternal employment patterns, personality variables, and self concept also differed in the two groups.

"An Eager New Team Tackles Job Discrimination," Business Week, N, P116-118 N 2493, July 25, 1977.
ID No: 77011697

The Carter administration is finally deploying its troops - and assigning some tough generals to the campaign against job discrimination. Eleanor Holmes Norton, the newly appointed head of the Equal Employment Opportunity Commission, is only the most conspicuous of the Civil Rights Activists who now hold top posts in the Government's Antibias Agencies, and the agencies themselves are moving quickly to stiffen their enforcement procedures. New rules due soon are expected to prescribe mandatory hiring goals and timetables to generate more construction jobs for minorities and women. Greater use of the office of Federal Contract Compliance Program's big stick - disqualifying for federal contracts companies that neglect minorities and women - Also appears likely. Next month, the EEOC will begin using a streamlined system to move high impact cases to courtrooms faster and to weed out weaker bias complaints for out of court settlement.

Anthony, William P.; Bowen, Marshall, "Affirmative Action: Problems and Promises," Personnel Jnl, v56n12, 616-621, December, 1977.
ID No: 78001572

Affirmative action programs are intended to identify and eliminate systemic discrimination resulting from regular employment practices. They primarily aim at the type of discrimination that subtly and covertly keeps minorities, women, and other affected classes from reaching the employment status for which they are individually qualified. Although programs of affirmative action have experienced cost and enforcement problems, they have accomplished some important things. For the future, management bears a particularly heavy responsibility and should address the affirmative action challenge just as it addresses any other challenge by forecasting, planning, implementing, and setting up means of control. Only when managers view affirmative action as an integral part of managing an organization, and not something extra to be dealt with when there is time or to be delegated to some staff unit, will this important economic and social issue be resolved.

Astin, Helen, "Women and Achievement: Occupational Entry and Persistence," New Directions for Education and Work, n4 p61-71, 1978.
EJ 206651 HE 511482

The educational development of three groups of women college graduates with different work patterns was traced from high school through college to discover the kinds of experiences that are important in decisions to enter and remain in the labor force after college, despite the constraints of marriage and child-rearing.

Baker, Joan E., "A British Antidote to Sex Discrimination in Employment," Employee Relations Law Jnl., v3 n2, p189-213, Autumn 1977.
ID No: 77017268

The British Sex Discrimination Act of 1975 and the Amended Equal Pay Act of 1970 together represent a major step toward the elimination of sex discrimination in employment. In contrast to Title VII's costly and cumbersome court enforcement procedures. The British Acts have established speedy and inexpensive methods of private enforcement and innovative methods of public investigation and enforcement. In 1973, the conservative government indicated that employment cases would be referred to Industrial Tribunals. When the labor government introduced its legislation in 1975, it adopted that approach and strengthened it by providing means for the EOC to play an important role in private actions. The advantage of Industrial tribunals over ordinary law courts is the informality and simplicity of their procedure. Legal representation is not required, although it is permitted. In the main, the burden of proving employment discrimination rests on the complainant.

Barmash, Isadore, "The Invisible Ceiling," Modern Office Procedures, v25n7, 10-14, July, 1980.
ID No: 80015173

Many American companies hired blacks in the 1960s to counter claims of discrimination and then forgot about them after the initial display.

During the 1970s, blacks in corporate management found there was a level beyond which they could not advance, according to minority recruiter Richard Clarke. The same was true of women in senior management. A major reason for the lack of advancement is the preference of the chief, executive officers and top associates for persons who match the corporate style of the firm and with whom senior management is comfortable. The claim by senior management that there are not enough women, blacks, and other minority groups with adequate credentials is groundless since the criterion used for promotions in any corporation is matching senior management's team concept. Only about 1% of top management in America in 1977 were women. A problem with hiring blacks and training them as executives is that their worth increases and they change jobs more frequently. Many blacks also choose to move to small organizations from large ones, and they are no longer satisfied with jobs of little substance.

Baron, Alma S.; Reeves, Elton T., "How Effective Has Affirmative Action Legislation Been," The Personnel Administrator, v22 n1 p47-49, Jan. 1977.
ID No: 77001928

Over 1100 women responded to a recent survey questioning how affirmative action legislation has affected their jobs. Prompted by rhetoric such as, "you can't legislate tolerance," the survey stressed the factor of age on a woman's career and individual perceptions of any change in the work climate. Some of the results include - 1. In the over-50 age group, 58 percent of the respondents indicated they have observed positive differences in their positions since affirmative action. 2. Even now, few women aspire to managerial roles. 3. Over 50 percent of those women in the 20-30 age group felt that affirmative action has opened new opportunities for them. 4. 76 percent of the women in the 20-30 age group and 50 percent of the over 50 age group felt they still have a reasonable chance for promotion within their present companies. 5. Women in all age groups reported a rise in their self perceptions. The Feminist movement has convinced women they can be achievers outside the home.

Baron, Alma S., "Selection, Development and Socialization of Women into Management," Business Qtrly (Canada), v42n4, 61-67, Winter, 1977.
ID No: 78002626

Women are confined to middle-level management positions with few occupying jobs in top management. The main problems for women in management include their selection development, and training for higher level positions and their socialization into the management structure. These problems should be handled in the formal structure. The former may be resolved by hiring and recruiting women just the same as a company would men. Women, like all managers, should receive on the job training, attend formal training programs and outside study programs, and participate in conferences in order to develop management skills. Socialization problems should be resolved by working through the informal structure. Encourage managers to help women develop by providing them with financial rewards, assist women in finding a mentor within the organization, and do away with role type jobs.

Basow, Susan A.; Howe, Karen Glasser, "Role-Model Influence: Effects of Sex and Sex-Role Attitude in College Students," Psychology of Women Quarterly, v4 n4 p558-71, Summer, 1980.
EJ 225705 CG 518736

Females were more influenced by female models in their choice of career than were males. No effect of sex-role attitude appeared. The particular importance of female models for female students was discussed.

Beier, Juliet J.; Ekstrom, Ruth B., "Creating Employment Equity through the Recognition of Experiential Learning," Journal of Career Education, v6 n1 p2-11, Sept., 1979.
EJ 215575 CE 509079

Describes two Educational Testing Service projects conducted to identify skills that women acquire through life experiences which are helpful to success in occupations and vocational programs, and to develop materials for experience-job linkages: Project ACCESS (Assessing Competencies Concerned with Employment and School Success) and Project HAVE (Home-making and Volunteer Experience) Skills.

Beller, Andrea H., "The Effect On Women's Earnings of Enforcement in Title VII Cases," Monthly Labor Review, v100 n3 P56-57, March 1977.
ID No: 77007761

In addition to expanding coverage, the 1972 amendments to Title VII gave the Equal Employment Opportunity Commission the right to sue employers for discrimination. The enforcement of sex discrimination charges has a significant impact on the earnings of women, suggesting that the visibility of such enforcement activities acts as a deterrent to discrimination by other employers. The mean incidence of investigation of discrimination charges tripled after the law was amended. The mean probability of successful settlement also increased following amendment. According to the estimated coefficients, during the period after the Amendments, an increase in the incidence of enforcement for sex discrimination of three investigations per 10,000 working women increases earnings by 2.4 percent. An increase in the probability of successful settlement from 0.4 to 0.6 percent increases earnings by 1.6 percent. Earnings during 1967-1974 increased 4.7 percent.

Bentz, Janet Mills, "Getting in the Ole Boys' Club," Vocational Guidance Quarterly, v28 n2, p129-36, Dec., 1979.
EJ 217357 CG 517536

Describes a workshop for women preparing to interview in traditionally male-dominated jobs and training programs. The workshop goals are to enable women to recognize covert sexism, respond to this sexism in constructive and self-enhancing ways, and use nonverbal strategies to communicate their confidence and competence.

Berger, Gertrude, "Females and Social Occupations: Forced or Free Choice
School Counselor, 25, 4, 250-3, 1978.
EJ 178909 CG 514117

This article suggests that many females select social occupations as a means of asylum from anxiety which is caused by competing in male-dominated fields. The attempt to reconcile societal expectations of woman as marriage partner with high achievement motivation denies her the full realization of her intellectual capabilities.

Bernard, Jessie, "Contingency" or "Career" Schedules for Women., New Directions for Education and Work, n4, p27-37, 1978. EJ 206649 HE 511480

The notion of contingency scheduling for women is presented in this discussion of how women schedule their futures--marriage, child-bearing, professional training, and career development--and how colleges and universities can be more responsive to their needs.

"Better Take a Look at Your Pregnancy-Disability Policy," Bankers Monthly, v71n5, 23-24, May 1979.
ID No: 79009855

A new set of Equal Employment Opportunity Commission (EEOC) rulings recently went into effect that apply to the rights of pregnant employees and these rulings bring about some significant changes. Basically, pregnant employees must now be treated the same as all other employees insofar as their ability to work is concerned. New provisions require the employee: 1. to treat pregnancy the same as other disability causes under fringe benefit plans, 2. not to terminate the employment of or refuse to hire a woman because of pregnancy, 3. not to require a woman to take mandatory leave at any set period of pregnancy, and 4. to reinstate a woman after childbirth with accrued benefits. To assist employers in understanding the new rules, a sampling of questions and answers on the subject prepared by EEOC are presented.

Bielby, Denise D., "Career Sex-Atypicality and Career Involvement of College Educated Women: Baseline Evidence from the 1960's," Sociology of Education, 51, 1, 7-28, 1978.
EJ 174534 SO 506115

Examines factors affecting career continuity of college-educated women who are pursuing sex-atypical careers. A longitudinal study of 1685 female college graduates from 1961 indicated that significant determinants of sex-atypical career involvements are: (1) quality and type of schooling and (2) previous involvement with sex-atypical career fields. Effects of marital and family commitments are also discussed.

Biggins, J. Veronica, "Banks Show Significant Progress for Women and Minorities," ABA Banking Jrnl, 22,26, v71n9, Sept. 1979
ID No: 79016556

Statistics released by the American Bankers Association (ABA) and filed with the US government indicate that the 50 largest American banks have made progress since 1970 in hiring and promotion of women and minorities. The numbers of females and minorities in management positions has quadrupled in that time, indicating that banks have made a serious effort to follow Equal Employment Opportunity laws and guidelines. Effective goals were achieved by use of information dissemination, training and selection programs, and monitoring of programs, as well as by consent decrees and the changing attitudes of bank customers. Women and minorities have also made strides in the "professional" category, having an industry-wide increase of 16.4% and 9% respectively of total number in the field. Women and minorities have also been showing up more and more as board members in the banking industry as a whole. The Conference Board, in a 1979-follow-up to a report, included a list of suggestions for firms wishing to implement affirmative action programs of their own.

Biles, George E.; Pryatel, Holly A., "Myths, Management and Women," Personnel Jrnl v57n10, 572-577, Oct. 1978.
ID No: 78016723

It is generally agreed and documented that women receive less salary for the same amount of education as their male counterparts and that their jobs tend to be ancillary rather than top level. Some of the myths about women in management need to be dispelled. One such myth is that women are too emotional to be rational. It is also felt that women are poor economic risks because they are often sick or quit work to get married and have children. In fact, the average number of sick days taken by women is less than the number taken by men. It is alleged that women have a low commitment to the world of work; yet men have a higher turnover rate and move around more. It is also assumed that women are not interested in certain phases of business and that they lack the proper motivation to achieve. Management can help establish credibility of women's serious intent by offering equal beginning salaries to men and women. Women will continue to be alienated if they see that the company is treating them as second class employees by devaluing them through unequal pay. Management can also develop more flexible work schedules to attract qualified women.

Bird, Caroline, "Two Paycheck Power," Vital Speeches, v46n7, 202-205, Jan. 15, 1980.
ID No: 80004245

Two-paycheck families are now the norm rather than the exception. There are advantages to this situation in times of inflation and recession, but there are also logistical and power problems. Most couples manage nicely, but they complain that they are changing more quickly than the institutions with which they have to live. Most institutions are not responding to the difference the second paycheck makes in the

availability of people, in the way people feel about work, and in the similar ways men and women behave on the job. The system continues to work against sex equality at home and at work. Most sizable business enterprises are run by men and operated at the bench and office machine level by women. The balance between home and work is further hampered by the standard schedule, the unspoken assumption that people are willing to relocate, expected separation of home and work and peak effort during child rearing years. We need to redesign our jobs around people and to consider such moves as granting parental leaves.

Birk, Janice M.; And Others, "A Case of Blurred Vision: Stereotyping in Career Information Illustrations," Journal of Vocational Behavior, v15 n2, p247-56, Oct. 1979.
EJ 209221 CG 516823

Studies are described which examine racial and sex role stereotyping in career information illustrations in the Occupational Outlook Handbook (OOH) and the Encyclopedia of Careers. Findings are discussed from the perspective of practical implications for vocational counselors.

Blaska, Betty, "College Women's Career and Marriage Aspirations: A Review of the Literature," Journal of College Student Personnel, 19, 4, 302-5, 1978.
EJ 186497 CG 514854

A majority of college women want a career or combined career and marriage. As seniors they are even more strongly committed to a career than they were as freshmen. Career-oriented versus homemaking-oriented may no longer be a useful distinction for today's women students.

Blau, Francine D.; Hendricks, Wallace E., "Occupational Segregation by Sex: Trends and Prospects," Journal of Human Resources, v14n2, 197-210, Spring, 1979.
ID No: 79011204

In an investigation of postwar trends in the degree of occupational segregation was found to have increased slightly between 1950 and 1960 as predominantly female clerical and professional jobs grew in relative size. Changes in occupation mix remained neutral in impact during the 1960-70 period, but an inflow of men into female professions and of women into male sales and clerical jobs created a modest drop in segregation. However, the decrease fell short of what could have been achieved by "sex-blind" hiring. Therefore, on the basis of past trends, little progress in decreasing segregation is expected for the 1970-85 period. Dramatic declines in the degree of occupational segregation can occur only if integrating occupational categories in the future is more successful than in the recent past. The study used information on the detailed occupational distributions of men and women from the decennial Censuses of 1950, 1960, and 1970.

Blumrosen, Alfred W., "Strangers No More: All Workers Are Entitled to 'Just Cause,'" Industrial Relations Law Journal, v2n4, 519-566, Winter 1978.
ID No: 79003437

Title VII of the Civil Rights Act of 1964 has modified the common law rule that employment decisions are subject to the will of the employer. Personnel decisions now must be based on just cause. The employer's arbitrary power under common law has been preempted as part of a long term shift to legal regulation of the employment relationship. When Title VII emerged, a body of law was developed that required employers to have legitimate business reasons for employment decisions that had adverse effects on women and minorities. In *McDonald v. Sante Fe Trail Transportation Co.*, the Supreme Court held that Title VII prohibits discrimination against whites as well as blacks. The application of civil rights laws to white males will not change the scope of action on behalf of minorities and women. An employer who adopts voluntary programs to avoid liability under Title VII should be shielded from liability to white males by the business necessity defense. It is a fact that most claims of white male workers do not conflict with those of minorities and women. The just cause concept has worked well in the broad field of labor arbitration and should be equally serviceable in the discrimination area.

Blumrosen, Ruth G., "Wage Discrimination, Job Segregation, and Women Workers," Employee Relations Law Journal, v6n1, 77-136, Summer 1980.
ID No: 80015934

The "earnings gap" between female and male employees long has been a hallmark of the extent of employment discrimination. For this reason some forms of wage discrimination were addressed by the Equal Pay Act of 1963, and all discrimination in compensation is expressly prohibited by Title VII of the Civil Rights Act of 1964. Title VII also prohibits occupational segregation that relegates minorities and women to less desirable and lower-paid jobs. In the implementation of Title VII, however, job segregation and wage-rate discrimination have been treated as separate and unrelated issues. It can be argued that they are not separate problems. The underlying elements that restrict opportunities of minorities and women to segregated jobs also assure that the wages of those jobs will mirror their low status. Therefore, job segregation includes wage discrimination. Furthermore, the responsible institutions must continue to develop and apply the principles of discrimination in the context of wage, compensation, and job-evaluation systems. The interpretation of Title VII should not be confined by the perceptions at the time of its initial implementation because knowledge of discrimination has broadened considerably.

Bomboy, Marylee., "Women--Working More, Earning Less," Voc. Ed., v54 n2, p29-32, Feb. 1979.
EJ 199197 CE 508294

Despite the increased number of women workers and sex fairness federal legislation, the earning power and job status of women workers has not increased. The earnings gap between men and women has actually widened. The author looks at ways to improve the situation through education and training.

Boyle, Charles P., "Women in Space," Journal of Aerospace Education, 5, 4, 8-9, 1978.

EJ 185755 SE 522193

Provides a chronicle of the roles which American and Soviet women have played in space exploration programs. Future plans for American women in space are discussed.

Braunagel, Judith Schiek, "Job Mobility of Men and Women Librarians and How It Affects Career Advancement," American Libraries, v10 n11, p643-47, Dec. 1979.

EJ 214725 IR 507680

The author examines the relationship between occupational mobility and career advancement among male and female librarians, and indicates that neither frequency of job changes nor the motivations that prompt them can be responsible for the position and salary gap between the sexes.

Brenneke, Judith S.; And Others, "Sex Bias in Career Education-What the Social Studies Teacher Can Do," Social Studies, 69, 3, 96-102, 1978.

EJ 184047 SO 506423

To the extent that career education emulates the real world, it is inherently biased. However, the social studies classroom can be used to help change sex bias. Three activities for analyzing attitudes and investigating work motivation and occupational sex bias are reported. Seven comments on what teachers can do about career education sex bias are also included.

Brenner, David; Gazda-Grace, Patricia Ann, "Career Decision Making in Women as a Function of Sex Composition of Career-Planning Groups," Measurement and Evaluation in Guidance, v12 n1 p8-13, Apr. 1979.

EJ 199285 CG 516087

Confirmed the hypothesis that women in female career-planning groups would be more able to make career decisions than women in sexually mixed groups, using high school students as the sample. The design called for three groups: one group included only women and two groups included men and women.

Brito, Patricia K.; Jusenius, Carol L., "A Note on Young Women's Occupational Expectations for Age 35," Vocational Guidance Quarterly, v27 n2 p165-75, Dec. 1978.

EJ 195757 CG 515660

The occupational preferences of young women are shown to be limited in number, and keen competition is projected for positions in many "typically male" occupations chosen.

Broad, William J., "Ending Sex Discrimination in Academia," Science, v208, n4448 p1120-22, June, 1980.
EJ 226430 SE 527535

The controversy surrounding the sex discrimination suit, brought seven years ago by a University of Minnesota chemist, is discussed as it relates to the current court decision in which the plaintiff was awarded \$100,000.00.

Brock, Luther A., "Liberate Your Sexist Memos!" Management World, v8n4, 13-14, April 1979.
ID No: 79008195

Traditionally, he, him, and his are words that have been used when referring to an employee, whether male or female. But why should a woman have to put up with being referred to as a man? It simply is not in step with the times. There are alternatives to the male gender memo: 1. Use of the word you works well. Its one drawback is that at times it may sound dictatorial. 2. Pluralize, If messages are written in the plural form, then gender will be dropped. It tends to sound impersonal, however. 3. Use he/she, etc. This form works well but can lend itself to confusion if other variations of this combination (him/her and his/her) enter into use. Possibly, the eventual answer to this problem will be a new series of non-gender pronouns. While this solution may sound far-fetched, one must remember that language is a fluid changing tool that we make to suit our needs.

Brophy, Beth, "What Jobs?" Forbes, v125n12, 84, June, 9, 1980.
ID No: 80011066

The recession may defeat the bureaucracy's controversial mandate that within 10 months, 6.9% of all construction workers will be women. To reach this goal, contractors would have to locate jobs for 210,000 more women workers during a period when about 3/4 of a million men are unemployed in the industry. In the meantime, some women are training for construction jobs because high pay is a motivation. In spite of the unemployment rate of 15.1% in construction trades, the Labor Department is not ready to concede. However, the Office of Federal Contract Compliance Programs (OFCCP), responsible for enforcing the regulations, is flexible; if a contractor only hired 1% of women in his work force but filled the forms to indicate he tried his best, the government would be satisfied. Contractors, on the other hand, complain that proper documentation creates expensive, baffling paperwork. In addition, a serious problem is that the construction industry is comprised of tens of thousands of small firms who cannot set up training programs and are too poor to hire affirmative action experts to fill out forms. The Labor Department indicates that it does not pressure small firms, just the large builders.

Brown, Gary D., "Discrimination and Pay Disparities between White Men and Women," Monthly Labor Review, 101, 3, 17-22, 1978.
EJ 178889 CE 507491

Reports results of an approach using a multiple regression model to determine factors leading to larger male earnings and identifying potential discrimination with these factors, which included differences in the return to investment in human capital, rate of employment, type of employer, and return to experience.

Buerk, Susan C., "Women's Opportunity. . .Starting Your Own Business," Vital Speeches, v44n8 230-232, Feb. 1, 1978.
ID No: 78005244

Women have special hurdles to overcome in any business relationship where they are a minority. The outlook is changing, but the fact is women own and manage less than 5% of businesses in U.S. Women entering business will be measured against values that are set by men, and the criteria used are those set by men. Only 11,000 women earn \$25,000 or more. The facts are that men founded and developed the majority of businesses and made them a place where they can live and work. In the higher management levels especially, the informal system of relationships is a bastion of the male lifestyle. What are the conscious or unconscious attitudes? They can be divided into 3 areas: 1. social-men placing women in a helping role, 2. sexual-a negative element involving the male ego, and 3. intellectual*-women simply having less business experience and men tying in the sexual and social issues. Women have their own stereotypes about themselves in business. They need more self-confidence, they tend to be passive, and they doubt and underestimate themselves.

Burrow, Martha G., "New Wine in Old Goatskins: Creating New Management Settings." Personnel Administrator, v25 n4, p51-53, Apr. 1980.
EJ 221474 EA 512683

As women become increasingly better qualified for management positions, the significant effects of organizational ambience on women's advancement are becoming clearer.

Calhoun, Emily, "The Thirteenth and Fourteenth Amendments: Constitutional Authority for Federal Legislation Against Private Sex Discrimination." Minnesota Law Review, 61, 2, 313-62, 1977.
EJ 166304 HE 509252

Court cases are cited to indicate that twentieth century federal legislation does not prohibit private discrimination based on sex as rigorously as it does that based on race. Enforcement measures afforded by the thirteenth and fourteenth amendments are noted. For journal availability see HE 509 251.

Callet, David P., "Firestone-A Contractor Challenges the OFCCP," EEO Today, v7n3 185-192, Autumn 1980.
ID No: 80021628

The Department of Labor's Office of Federal Contract Compliance Programs (OFCCP) and the Firestone Tire & Rubber Co. dispute concerns the conditions under which a federal government contractor must determine that there is an "underutilization" of minorities or females in its work force. The resolution to this dispute has not been reached, but it will provide contractors with a better picture of the scope of the government's power to order a contractor to take race- or sex-conscious actions in the absence of a determination of prior discriminatory conduct. An order cancelling Firestone's government contracts and debarring it from further government contract activity has been entered by the Secretary of Labor. However, implementation of the order has been enjoined. Permanent injunction has been petitioned for Firestone case is a contractor's challenge to the OFCCP's interpretation of its own regulations. An increase in such challenges may be expected in the future. A reinstatement of Firestone may be made upon showing that it has complied with the specific regulations the Secretary found to be violated.

Campbell, Elizabeth H., "Inside a Nontraditional Jobs Exploration." Worklife, v4 n2 p27-30, Feb. 1979.
EJ 215561 CE 509065

The author describes a Vocational Exploration Program at the military base, Fort Lewis, in Tacoma, Washington, which provided opportunities for 20 young women to sample jobs formerly reserved for men. This program is sponsored jointly by the National Alliance of Business and the AFL-CIO and funded under the Comprehensive Employment and Training Act.

Carroll, Terresa; Edwards, Kenneth R., "Women and Minorities as Beneficiaries of Career Education." Journal of Career Education, v4 n4 p27-34, Spring, 1978. EJ 191961 CE 508076

The article discusses some aspects of the potential of career education to affect the employment of women and minorities.

Cartwright, Lillian Kaufman, "Career Satisfaction and Role Harmony in a Sample of Young Women Physicians." Journal of Vocational Behavior, 12, 2, 184-95, 1978.
EJ 177187 CG513863

In a sample of young women physicians (N=49), self-ratings of Career Satisfaction and Role Harmony were correlated with a group of situational, achievement, and personality variables. Career Satisfaction was extremely high. However, over half experienced at least a moderate amount of strain in integrating professional and sex roles.

Cassara, Beverly B., "The Academic Woman: West Berlin and Washington." Change, 10, 3, 46-7, 64, 1978.
EJ 173943 HE 509740

Similarities between the status of academic women in West Berlin and the U.S. are discussed. Consideration is given to university structure, roles having status and prestige, retrenchment in hiring, discriminatory attitudes, aspiration, and administrative opportunities.

Collins, Ruth Harvey, "Why Do Women Work? Because the Economy Needs Them-- That's Why." Graduate Woman, v73 n5, p12-13, Sept.-Oct., 1979.
EJ 208310 HE 511687

Women work because they are needed by the economy. The economy increasingly depends on women, the last remaining labor pool. Figures from the latest census show the trends in the changing workforce. Issues discussed: Woman's paycheck as discretionary money, career goals, and community services for working women.

"Comparable Worth" and Pay Discrimination." EEO Today, v4n4 222-223, Winter 1977-78.
ID No: 78003739

In 1974, the U.S. Supreme Court confirmed that equal work need only be substantially, rather than precisely, the same for the Equal Pay Act of 1963 to apply. Women's rights advocates have pressed for judicial recognition of an alternative theory to "equal pay for equal work." This alternative is called "comparable worth," and it addresses pay disparities between jobs of admittedly unequal skill, effort, responsibility, and working conditions, with an eye to discovering whether compensation differences are based on the job's worth to the enterprise or on unlawful discrimination. It is pointed out that jobs held primarily by women were downgraded for compensation purposes and that these decisions had little or nothing to do with the jobs' comparable worth.

"Comparable Worth" Theory Under New New E.E.O.C. Scrutiny." Chain Store Age Executive, v56n3, 89 Mar, 1980.
ID No: 80006721

The Equal Employment Opportunity Commission (EEOC) will be examining current job evaluation systems this spring to determine if they are inherently sex-biased. It is hoped that a "comparable worth" wage program will result for jobs held by men and women. The EEOC's efforts are of concern to the retailing community because the comparable worth approach could disrupt salary levels. Several recent court decisions have gone against the comparable worth theory, however. Sears, Roebuck and Co., has been charged by the EEOC with patterns of employment discrimination based on sex, race, and national origin. Virtually every aspect of Sears' employment program has been called to task. Montgomery Ward and Co., is the subject of another injunction request by the EEOC. It has allegedly violated the Equal Pay Act of 1973. EEOC is becoming more involved in the retail employment area, and as a result, chains can expect increasing job discrimination scrutiny in the coming years.

"Congress May Overturn Maternity Pay Decision." The Office v86 n1, p32,34,
July 1977.
ID No: 77012871

Last December, the U.S. Supreme court ruled that pregnancy is a unique condition which employers need not treat as an insured disability. A bill to overturn the decision already has more than 100 cosponsors in the house. Nearly 30 senate cosponsors, and the strong support of the Carter Administration. Passage this year appears sure. The bill would amend the 1964 Civil Rights Act to prohibit sex discrimination on the basis of pregnancy, childbirth, or other related medical conditions. Employers who have a disability or medical plan would be compelled to provide coverage equal to that maintained for other disabilities. Employers who do not have medical coverage for their workers would not be forced to provide pregnancy coverage, nor would they have to start a plan under the bill. Business groups, led by the U.S. Chamber of Commerce and the National Assn. of Manufacturers, are fighting the bill mainly on the ground that it would cost too much.

Connell, H.B., "Special Protective Legislative and Equality of Employment Opportunity for Women in Australia." International Labour Review (Switzerland) v119n2 199-216, Mar/Apr 1980.
ID No: 80010801

It has been a struggle of considerable magnitude for women to secure fair and equal treatment in the Australian workforce. It appears that protective legislation has played a part in maintaining the "second class." By legislation, regulation, or award, the Commonwealth has placed restrictions on female workers in regard to: 1. dangerous machinery and processes harmful to health, 2. maximum permissible weights to be carried, 3. hours of work, 4. apprenticeship, and 5. certain categories of employment. The Commonwealth Government began a new policy aimed at the elimination of sex discrimination in 1973. However, the moves that have been made to delete objectionable provisions in the legislation have not been uniform. Consideration is being given to a Code on Manual Handling, which would apply to all Commonwealth Government employees. This would be an attempt to establish standard working rules for the manual handling of all materials. Rules and standards should be based on the principle that no worker, male or female, should jeopardize personal health or safety in handling a load.

"Constitutional Law-State, Action--Hiring and Promotion Practices of Private University Receiving Public Funds Held State Action--Braden v. University of Pittsburgh." New York University Law Review, v52 n6, p1401-27, Dec. 1977.
EJ 203326 HE 511297

In Braden vs University of Pittsburgh, a female professor filed suit against the University alleging sex discrimination in employment practices. The school, which received state funds, was, in effect, a state actor and subject to constitutional restraints. This case and two relevant state action cases are discussed.

Cook, Suzanne H., "The 1.5 Million Dollar Interview." Management World, v6n12, 8-12, December, 1977.
ID No: 78001147

If you are involved in interviewing and selecting employees, you should know that the procedures you use could potentially cost your organization \$1, 5 million. One large electric company plant in Virginia has to pay an eventual settlement that could cost this amount because of certain discriminatory practices. The basic rule for a good application form or other means of pre-employment inquiry is to consider whether the information being gathered is job-related, is a bona fide occupational qualification, or is information necessary for national or state security. In the case of discrimination litigation, you would be required to defend the use of the information gathered as a criterion for hiring or explain why the information was gathered when it was never used. The courts have ruled that; the use of a selection procedure is prohibited if it results in biased effects and cannot be proven to be job related.

Corcoran, Mary; Duncan, Greg J., "Work History, Labor Force Attachment, and Earning Differences between the Races and Sexes." Journal of Human Resources, v14 n1 p3-20, Winter, 1979.
EJ 205890 CE 508521

Results of a new study of the extent to which differences in educational attainment, labor force attachment, and work history and on-the-job training account for wage differences between the sexes and races show that, even after extensive adjustments for qualification and attachment measures, White men earn substantially more.

"Court Draws Line Between FCC and EEOC Responsibilities." Broadcasting, v92 N16, P34, Apr. 18, 1977.
ID No: 77006636

For weeks the U.S. Court of Appeals has been handing down verdicts overturning basic aspects of FCC policy. Recently it handed down another kind of decision when it affirmed the Commission's Renewal of the Licenses of ABC's WABC TV New York and NBC's WRC TV Washington, in spite of petitions to deny filed by local chapters of the National Organization for Women (N.O.W.) and other Women's Rights Groups. Judges said the FCC properly determined the liability of the stations' equal employment practices. The Court further stated that a finding by the U.S. EEOC of probable cause of discrimination in employment does not necessarily require the FCC to hold a hearing, for the two groups have a different mission. N.O.W.'s fairness complaints are described. In part they involved the charge that women are portrayed in programs and commercials as stereotypes. The organization's fairness complaints centered around the stations' hiring a disproportionately small group of women.

Cowley, Graham, "Anti-Discrimination Legislation as It Affects Small Business." Modern Office & Data Mgmt. (Australia) v19n7, 24-25, Aug. 1980.
ID No: 80020948

Australia's Anti-Discrimination Act makes it unlawful to discriminate against anyone on the grounds of race (i.e. nationality, color, and ethnic origin), sex, or marital status. It covers the areas of: 1. employment, 2. accomodation, and 3. access to public places and goods and services. As it applies to employment, the Act ensures that all qualified people are eligible to apply for a job and be selected for employment on their merit. The Act also provides equal treatment of both men and women as to terms and conditions of employment and access to promotion, transfer, and training. The act, which applies to all businesses employing 6 or more people, coverts dismissal or detrimental treatment and sexual harassment on the job. However, the Act also provides an exception for a skill which is exercised differently in relation to women or men, and it is not unlawful to restrict a job to a particular sex or race where there is genuine occupational qualification for the job.

Crawford, Jim D., "Career Development and Career Choice in Pioneer and Traditional Women." Journal of Vocational Behavior, 12, 2, 129-38, 1978.
EJ 177181 CG 513857

Two groups of college seniors (N=106) were compared on factors affecting feminine career choice and career development. Three factors pertained to feminine role perception. The remaining four were concerned with sex-role stereotyping and various aspects of family background.

Crowell, Donald R., II; Copus, David A., "Safety and Equality at Odds: OSHA and Title VII Clash over Health Hazards in the Workplace." Industrial Relations Law Journal, v2n4, 567-595, Winter, 1978.
ID No: 79003438

The realization that many workers are exposed to substances that may produce harmful consequences has caused the Occupational Safety and Health Administration (OSHA) to shift from an emphasis on occupational safety to occupational health. Some regulations have been promulgated to control and restrict these substances although the causative factors are still poorly understood. Another approach has been the joint examination by several government agencies of exclusionary practices that bar women from jobs based on alleged susceptibility to certain health hazards. The Equal Employment Opportunity Commission (EEOC) intends to issue guidelines to prevent exclusion of women from jobs due to such hazards. There are obvious possible conflicts in regulation stemming from distinct areas of concern. Some OSHA guidelines, for example, though not sex-specific, have given a few employers the impetus to exclude women from jobs involving exposure to substances known to cause fetal damage. The requirements of Title VII of the Civil Rights Act of 1964 are in such instances unclear. The Act has been interpreted to prohibit any policy that excludes women from a job to "protect" female workers from dangers to themselves, but these dangers were not sex-specific. An employer's business necessity defense must be based on 2 grounds: 1. society's general interest, and 2. the risk of tort liability to a child damaged by exposure of the mother to a harmful substance.

Crump, J. Griffin, "Estimating the Availability of Minority and Women Workers." EEO Today, v4n4, 271-280, Winter, 1977-78.
ID No: 78003743

The concept of availability of minority and women workers under Revised Order No. 4 of Title 41, Code of Federal regulations, has been a difficult problem for both employers and compliance agencies. Factors considered in availability analysis include: 1. minority work force in the immediate labor area, 2. minority or women "available with requisite skills," 3. availability of women seeking employment, 4. the female percentage of the work force, 5. the number of promotables, 6. the percentage of unemployed in the area, and 7. the current occupations of employed persons. Most affirmative action programs understate the total minority availability because the count of Hispanic persons is incorrect, or not there at all.

Cudaback, David, "Can a Woman Succeed in International Banking?" Institutional Investor, v13n3, 52-61, March 1979.
ID No: 79006548

The international banking scene is currently witnessing a surge of women bankers into top level positions. This represents a significant change for this traditionally male dominated profession. While all of the traditional barriers have not been abolished, the recent rise of women indicates that at least some have been eliminated. Some male members of the profession indicate that women might even be at an advantage in this sector of the banking industry. It is felt that a bit of charm can go a long way, especially in the loan syndication area. Personality certainly plays an important part in syndications. The women are, however, still faced with some formidable taboos. For example, Saudi Arabia will not grant visas to unaccompanied female visitors. Other nations have similar restrictions against women in business. Profiles of various leading women in the international banking.

Danker-Brown, Pamela; And Others, "Sex Bias in Vocational Programming for Handicapped Students." Journal of Special Education, v12 n4 p451-58, Winter, 1978.
EJ 194194 EC 112568

Data for 204 handicapped students (145 males and 59 females) in 68 work-study programs were analyzed to determine the nature and extent of sex differences in student characteristics and competencies, experiences, and outcomes.

Diamond, Esther E., "Prediction, Stability, and Social Change: Their Implications for Women's Career Development." New Directions for Education, Work and Careers, (No. 8, Enhancing Women's Career Development) p43-53, 1979.
EJ 214608 HE 512162

Prediction and stability in psychological measurement are not always compatible with social change, especially with reference to the career development of women. Placing major emphasis on these measurement characteristics may have the effect of perpetuating the status quo. New measurement models and new ways to use existing measures are needed.

Dill, Bonnie Thornton, "The Dialectics of Black Womanhood." Signs: Journal of Women in Culture and Society, v4 n3, p543-55, Spring, 1979.
EJ 202518 UD 507073

This paper seeks to demonstrate that the emphasis on women's work role in Afro-American culture has generated alternative notions of womanhood contradictory to those that have been traditional in modern American society.

Dooley, Ann, "Women OPers Cite Promotion Bias." Computerworld, v13n10, 1,4, March 5, 1979.
ID No: 79005582

A recent Computerworld survey of women OPers in management found that male data processing employees can expect to be promoted to management three years earlier than can women OPers. Most of the women believe that sexual discrimination is a problem for women OPers until they reach the management level. Most of those interviewed agreed that very few women ever reach the management level, which seems to be borne out by the difficulty of finding any. About 40% of the respondents claimed that at some point in their career they were passed over for a promotion because of their sex. Nearly two-thirds of the 25 women administrators agreed that their pay was equal to that received by men in similar positions.

Duke, Celine Ellet, "Section 1985(3): A Viable Alternative to Title VII for Sex-Based Employment Discrimination." Washington University Law Quarterly, v1978 n2 p367-95, Spring, 1978.
EJ 201676 HE 511254

Section 1985(3) is shown to be an alternative to Title VII. Inadequacies of and alternatives to Title VII are noted and questions are raised concerning section 1985(3)'s application to private sex-based discrimination, the single entity rule, and whether sex discrimination is sufficiently class-based to activate section 1985(3).

Dullea, Georgia, "Female Academics Find Progress Slow." New York Times, sec 12, 13, 1977.
EJ 175101 AA 527561

Considers the difficulties women face in realizing sex equality in teaching and administrative positions.

Echenberg, Havi, "Victims of Job Ghettos and Unequal Pay." Canadian Business Review, v7n1 30-32, Spring, 1980.
ID No: 80006853

Many people perceive women as being primarily concerned with domestic activities or temporary employment. A few working women are stereotyped as career women. In reality, most women enter the job market on a permanent basis. Women comprise almost 40% of the Canadian work force. Statistics show that 34.6% of employed women work part-time, less than 30 hours/week. A comparison of full-time workers shows that women earned only 57.8% of

of the wage paid males in 1977 and only 54.6% in 1972. Occupational segregation in a handful of specific industries and types of occupations accounts for much of the differential. Even in these industries and types of jobs, there exists severe differences in wages paid males and females. Professional women experienced pay discrepancies in 1977, with average female salaries only 60% of average male salaries. Solutions include: 1. more female role models, 2. expanded day care facilities, 3. improved educational and training opportunities, and 4. affirmative action programs. Equal pay legislation in Quebec and federal jurisdiction requires equal pay for work of equal value, while other legislation calls for equal pay for equal work. Neither form of legislation can correct discrepancies by itself, especially when employers can keep salary ranges and scales secret.

Edwards, Harry T., "Arbitration as an Alternative in Equal Employment Disputes." Arbitration Journal, v33n4, 22-27, Dec. 1978.
ID No: 79002641

- While there are reservations about arbitration as a means of dealing with employment discrimination cases, it is a viable method of resolving relatively simple cases in this area. In order to effectively use arbitration in such cases, a 2-track arbitration system and an EEOC arbitration scheme should be used. A 2-track procedure is unique in that it would be separate and distinct from the normal contract grievance procedure. The parties to the collective bargaining relationship must agree to a special procedure for the handling of employment discrimination cases to survive the screening criteria. A special panel of lawyer-arbitrators would be appointed in advance and selected on a fixed rotation schedule in such cases. Two alternatives to the 2 track arbitration procedure are the court-appointed arbitrator model and the EEOC arbitration model. The EEOC method would involve identification of arbitrators acceptable to management to civil rights groups, and to the Commission. The procedures that evolve must insure fairness and competence in the arbitration process. EEOC arbitration is best for the relatively simple one-on-one claims involving discipline, promotion, etc.

Elbinger, Lee, "Are Sullivan's Principles Folly in South Africa?" Business & Society Review, n30, 35-40, Summer, 1979.
ID No: 79018067

The Union of South Africa has been characterized by the political, economic and social condition of apartheid for over 30 years. Apartheid is the formalized segregation of the races, a policy which affects foreign business in South Africa. Firms are caught between a decision to continue operating in South Africa or withdraw. Reverend Leon H. Sullivan in 1977 drafted a set of 6 principles designed to serve as guidelines for corporations operating in South Africa. The US firms which signed the principles comprise about 22% of the 480 companies operating in that country. The 6 principles are: 1. nonsegregation of the races in all eating, comfort, and work facilities, 2. equal and fair employment practices for all employees, 3. equal pay for all employees doing equal or comparable work for

the same period of time, 4. initiation of and development of training programs that will prepare, in significant numbers, blacks and other nonwhites for supervisory, administrative, clerical, and technical jobs, 5. increasing the number of blacks and other nonwhites in management and supervisory positions, and 6. Improving the quality of employees' lives beyond the work environment. In 1978, Dr. Sullivan sent a questionnaire to the signatory firms to check on their progress. The results of the survey did not support unequivocally that the firms were practicing activism. In fact, the Sullivan approach seems to be an evolutionary one, and the question remains as to which is more valuable for black South Africans: economic security or psychological and political freedom. The choice is a difficult one.

Emery, Joan, "The Farmworker Women's Equity Project." Farmworker Journal, vi n3, p33-37, Summer, 1979.
EJ 210020 RC 503521

FWEP studied sexual inequity among farmworkers, staff, and board members of eight farmworker organizations. It found that inequities and limited opportunities did exist and a major impediment was women's lack of perception of the present inequities facing them, Journal availability: see RC 503 518.

Epstein, Charles, "Life Pattern Changes Cause Plan Redesign." Pensions & Investments, v7n19, 37-38, Sept. 10, 1979.
ID No: 79016543

Women workers pose specific considerations for sponsors of pension plans as opposed to male workers because of different mortality rates of women and their need for more health coverage. Other changes in life patterns of women that affect the design of pension plans include: 1. Part-time and full-time jobs may be interspersed in the overall working career of a woman. 2. Many women support themselves and children without a husband. 3. Living together while sharing income is becoming more common, but survivor benefits do not apply in such a case. Given that these differences exist, there is currently a trend toward using one set of actuarial assumptions in planning future benefits needs among workers and thus avoiding any sort of sexual discrimination. Sex no longer is an appropriate classification for benefits purposes, especially in view of a recent Supreme Court decision making it discriminatory to force women to pay higher pension.

"Equal Opportunities for Women." OECD Observer, n97 p27-32, Mar, 1979.
EJ 202194 SE 525085

Summarizes the conclusions of a study of the role of working women in the economy. Examines access to employment, working conditions, schedules, social facilities, and social security benefits.

Erlich, Iza, "Polish Women Students--Attitudes Toward Career and Marriage." Journal of the American College Health Association, v26 n6, p334-37, June, 1978.

EJ 191481 SP 507511

Concerned with attitudes toward career and marriage among women students in present day Poland, this paper reports that the overt conflict between marriage and career so often encountered among American students seems absent in Poland. Findings are based on literature and personal interviews.

"Extending the Reach of EEO." EEO Today, v7n1 23-29, Spring 1980.

ID NO: 80010238

In the 1980s, the field of equal employment opportunity (EEO) is expected to extend beyond the traditional concepts that set boundaries for EEO law, with particular regard to sex, religious, and handicapped discrimination. The Occupational Safety and Health Administration (OSHA) made a breakthrough when it cited an American Cyanamid plant for violating health standards by worker exposure to chemicals that might harm fetuses and reproductive organs, and the complaint alleged that the company sought to prevent the consequences by the exclusion of fertile women from exposed work areas. As a result, the company offered other available jobs to the exposed females and intends to continue this policy of protection. Despite existing EEO laws and regulations which prohibit sex discrimination, female employees have endured supervisors' sexual advances with no legal recourse. This issue was dealt with warily by government agencies as individual complainants initiated proceedings since there were no guidelines or regulations. OFCCP is the first federal agency which has proposed regulations to prohibit supervisors' sexual harassment, and several large corporations have instituted programs to prevent harassment. The Working Women's Institute in New York City is one outside organization forming around the sexual harassment problem.

Falbo, Toni; And Others, "Sex Roles and Fertility in College Women." Sex Roles: A Journal of Research, v4 n6, p845-51, Dec. 1978.

EJ 197282 UD 506752

The relationship of sex role acceptance to actual and desired fertility was assessed in a sample of female college students and women's organization members. Multiple regression analysis indicated that behavioral measures of sex role acceptance accounted for more variance in predicting desired fertility than did the Bem Sex Role Inventory.

Falk, William W.; Cosby, Arthur G., "Women's Marital-Familial Statuses and Work Histories: Some Conceptual Considerations." Journal of Vocational Behavior, 13, 1, 126-40, 1978.

EJ 186543 CG 514900

The article reviews the dominant conceptual schemes used to study occupational choice, considers potentially female-specific variables, and provides a typology for the analysis of women's marital-familial statuses and work modes.

Feldberg, Roslyn L.; Glenn, Evelyn Nakano, "Male and Female: Job versus Gender Models in the Sociology of Work." Social Problems, v26 n5, p524-38, June, 1979.

EJ 208976 UD 507353

Work has been seen as the central process that links individuals to industrial society and to each other. However, the actual study of work has proceeded along sex differentiated lines. Two case studies are examined to illustrate the ways in which job and gender models have distorted investigation and interpretation.

Ferber, Marianne A.; Loeb, Jane W.; Lowry, Helen M., "The Economic Status of Faculty: A Reappraisal." Journal of Human Resources, v13n3, 385-401, Summer 1978.

ID No: 78017655

In the past decade, there has been a considerable amount of research literature examining the relative status of male and female faculty members of universities. It is the consensus that there is discrimination against women in the academic circle. Recent publications have contended that: 1. The existing difference in rank and salary between men and women are due to differences in performance. 2. The wives of faculty members receive preferential treatment to attract their husbands to university jobs. 3. The affirmative action program is potentially injurious to the quality of universities. A study was conducted at a large research-oriented university where information about faculty members was gathered from university records. Analysis of the data indicates that: 1. Performance is in part a function of rewards. 2. There is no evidence of faculty wives receiving preferential treatment. 3. The quality (i.e. number of publications) has increased since the introduction of affirmative action.

Flineshriber, Phyllis H., "Jobless Insurance Inequities Deepen as More Women Enter the Labor Force." Monthly Labor Review, v102 n4 p44, Apr. 1979.

EJ 207680 CE 508776

The following question is discussed: What will be the impact on unemployment compensation not only of increased labor force participation of women, but also of nearly equal proportions in the labor force of men and women?

Finn, Ed., "Equal Rights: Fact or Fantasy?" Labour Gazette (Canada) v78n5 189-194, May 1978.

ID No: 78008258

Canadian laws requiring equal pay for equal work fall far short of International Labour Org. (ILO) Convention 100 which they model but to which they bear little resemblance. Provincial law failures are: 1. legal definitions of "pay" which exclude fringe benefits, 2. definitions of "equal work" not as work of equal value, but as similar work, 3. applications being confined locally, rather than to an industry, 4. no system of job evaluation, 5. voluntary compliance rather than compulsion, and 6. weak enforcement. The discrimination is not because of sex or race, but

2 because low wages are more profitable for management. Some unions are working to overcome bias along with the Canadian Union of Public Employees. Both unions and employers need the same kind of legislative push as in the U.S. A concomitant aspect of discriminatory policies is that access to training and education should be made available to prepare women and other minorities for more rewarding jobs.

Finneran, Hugh M., "Title VII and Restrictions on Employment of Fertile Women." Labor Law Journal, v31n4, 223-231, Apr. 1980.
ID No: 80009294

An awareness of the potential hazards of industry to an employee's reproductive capacity has developed. Although the hazards may impact all workers, it is a particular problem where the employer considers the problems of exposure to chemicals as uniquely, or primarily, arising out of the female physiology and either restricts or refuses to hire females with childbearing ability. Such actions raise serious issues of discrimination which must be considered and analyzed by the employer's legal counsel. Legal counsel must examine Title VII of the Civil Rights Act of 1964 (Act) which incorporates 2 theories of discrimination: 1. disparate treatment, and 2. policies, practices, or procedures with disparate impact not justified by business necessity. Courts should consider not only the economic interests of female employees and their employers, but also the societal concern for the quality and happiness of future generations. The employer should have the right and duty to operate his facility with due concern for the safety and health of future generations.

"Firing Up the Attack on Job Bias." Business Week, n2591, 64,68, June 25, 1979.
ID No: 79011778

The Equal Employment Opportunity Commission appears to be headed toward an energetic attack on employer bias. The agency is scheduled to sue Sears, Roebuck & Co., charging a broad range of discriminatory acts against women and minorities nationwide. General Electric Co. made a \$32 million settlement last year, and action on the cases involving Ford Motor Co., General Motors Corp., and the International Brotherhood of Electrical Workers will follow that being brought against Sears. Eleanor Holmes Norton, chairperson of the EEOC, has brought complaints of company-wide discrimination against some 20 companies since February. Norton claims to have reduced the backlog of charges down to 79,000 cases from more than 100,000. But the big target is Sears. It is charged that at Sears men have 9 times the chance of women to obtain a salaried position and women hold mostly hourly jobs.

Fisher, Christine, "Women's Battle for Equal Rights." Labour Gazette (Canada) v78n5, 199-202, May, 1978.
ID No: 78008260

At the Canadian Labour congress Conference of January, 1978, the chief female concern was the ability of women to find work or maintain work when so many men, the traditional breadwinners, are unemployed. The widening gap between male and female wages is explained partly because

women re-entering the marketplace start on the lowest pay scale and partly because of women's job ghettos-low-paid, predominantly female occupations. A male delegate to the conference asserted that job evaluation would lock women into lower paid jobs, rather than helping them. Unions were urged to assure equal pay for work of equal value. Women were encouraged to make a concerned effort to move into occupations traditionally filled by men. Workshops developed by the Career Development Office were described as practical sessions to provide skills, motivation and encouragement for women to expand occupational horizons.

Fisher, Christine, "Equal Pay and Equal Opportunity." Labour Gazette (Canada) v78n7, 289-295, July 1978.
ID No: 78012213

Speakers from Britain, America, and Canada spoke on equal pay and equal opportunity at a conference sponsored by the Women's Bureau of the Ontario Ministry of Labor. Donald Elisburg, assistant secretary for Employment standards with the U.S. Dept. of Labor, reported on the development and implementation of the Equal Pay Act of 1968. Mrs. Issie Jenkins, Deputy General Counsel with the American EEOC, spoke on the Title VII of the Civil Rights Act of 1964 as administered by the EEOC. Gail Cook, executive vice-president of the C. D. Howe Research Institute, and Mary Eberts, associate professor at the University of Toronto, gave suggestions and guidelines for the future of equal pay and equal opportunities in Canada.

Fligstein, Neil; Wolf, Wendy, "Sex Similarities in Occupational Status Attainment: Are the Results Due to the Restriction of the Sample to Employed Women?" Social Science Research, v7 n2, p197-212, June, 1978.

This paper suggests that one potential source of bias in estimating equations for women's occupational attainments is due to the exclusion of nonworking women from the equation. A technique is presented which allows for an estimate of the structural parameters for all married women, regardless of their employment status.

Fonda, Nickie; Glucklich, Pauline; Goodman, Janet; et al., "Job Evaluation Without Sex Discrimination." Personnel Management, v11n2, 34-37, 43, Feb. 1979.
ID No: 79007773

Job evaluation is often influenced by subjective judgment and cultural bias. This problem can be particularly troublesome for women, whose working interests are often overlooked by management and unions. To minimize sex discrimination, employers should operate in ways which: 1. allow for the serious consideration of the interests of both men and women, 2. reduce the chances that irrelevant personal values will affect judgments about jobs, and 3. facilitate the review of subjective judgments for possible discriminatory effects. Both men and women should be involved in the job evaluation process. There should be training in job evaluation provided. Characteristics associated with 'women's work' should be given comparable weighting to characteristics associated with 'men's work.' Job evaluation decisions should be monitored for sex discrimination, and personnel records should be well-kept and open.

Foster, Geoffrey, "The South African Connection." Management Today (UK) 86-88, 137-138, 140-142, April, 1978.
ID No: 78008555

With problems in South Africa reaching a potentially explosive state, British industry there is in a dangerous situation. Even with foreign investment now confined to the unremitted profits of South African subsidiaries and trade with the U.K. slipping to an unimpressive amount, legacies of colonial preference are still income. U.K.'s direct investment represents 50% of all foreign investment in the Republic. There exists a threat that companies operating in South Africa will come under increasing pressure from various well-intentioned lobbyists in Britain and from trading partners; industry is the key battleground. In view of what is at stake, the British government can be trusted to resist calls for economic sanctions against South Africa which go beyond the present arms embargo and which appear to jeopardize the British investment. Aspects of the present EEC Code include the form of representation of Black workers. Companies argue that their policies work well and that South Africa, weak in trade union traditions, has other more pressing problems.

Fottler, Myron D.; Bain, Trevor, "Sex Differences in Occupational Aspirations." Academy of Management Journal, v23n1, 144-149, Mar. 1980.
ID No: 80006284

A renewed interest in career choice has resulted from recent concern with employment discrimination and the tendency of many higher level occupations to remain sexually or racially segregated. The options open to females have been restricted by lower aspirations than men and by external limitations on occupations. An examination which centers on the occupational aspirations of a recent sample of high school seniors provides a comparative analysis of male and female aspirations. The findings permit estimates of the degree to which female aspirations may have altered as a result of changing social norms and values. They also give insight into the extent to which occupational segregation by sex is likely to continue and the extent to which such segregation may be caused by internal as opposed to external forces. External barriers to women are being eliminated through legislation and vocal disavowal of sex-role stereotypes in some quarters; however, long-standing attitudes that continue to direct both sexes toward traditional occupational roles still are influential. Removing external discriminatory barriers to female equality by itself is not sufficient to guarantee such equality.

Fragner, Berwyn N., "Affirmative Action Through Hiring and Promotion: How Fast a Rate?" Personnel, v56n6, 67-71, Nov/Dec 1979.
ID No: 80001656

Today, government affirmative action compliance officers are requiring a vigorous approach to determining the availability of minorities and women for particular job groups. This approach is based on an 8-factor analysis called for by Revised Order Number 4. However, no uniform methodology is

used in application of the Order. The Office of Federal Contract Compliance Programs (OFCCP) is attempting to develop new rules that would include establishing some new standards regarding the determination of availability. A new Federal Contract Compliance Manual is being prepared for publication. A current dispute between some firms and local compliance agencies focuses on annual hire and/or promotion rates (AHP). AHP rate must be equal to the availability determined by means of the 8-factor analysis for that job group; availability = ultimate goal = annual hire and/or promotion rate. The elements of conflict are: 1. availability = ultimate goals = AHP rate, but 2. the AHP rate must be no lower than the ultimate goal rate, and 3. the AHP rate is equal to a goal and must supersede numerical goals based on projected openings, and 4. percentage goals for vacancies are backup goals.

Frank, Robert H., "Why Women Earn Less: the Theory and Estimation of Differential Overqualification." American Economic Review, v68n3, 360-373, June, 1978.
!D No: 78013204

Most adult participants in the labor force are married, and husbands as a group work more hours and possess larger stocks of human capital than wives. If a family's objective is to choose the pair of jobs in a single location that maximizes joint family income, husbands will, on the average, make smaller compromises than wives. Females will be observed to earn less than do males with identical qualifications. A new model of the placement process is presented for the purpose of quantifying the family decision mechanism. Procedures can be used to estimate the fraction of the wage gap that results from the family decision mechanism. The average overqualification differential between spouses in the labor market is the average fraction by which wives' earnings are reduced as a result of having followed the husbands to a particular geographic location.

Freedman, Sara M., "The Effects of Subordinate Sex, Pay Equity, and Strength of Demand on Compensation Decisions." Sex Roles: A Journal of Research, v5 n5 p649-58, Oct. 1979.
EJ 213612 UD 507461

Results of a decision-making simulation indicated that when subordinates were equitably paid, sex and strength of demand had no effect on the compensation decision. However, when subordinates were underpaid, sex and strength of demand significantly influenced the size of raises given to both male and female subordinates.

Freeman, Leslie, "Innovations in Compliance: Community-Based Monitoring of Affirmative Action." Civil Rights Digest, 10, 4, 21-7, 1978.
EJ 189751 UD 506500

The employment practices of most employers still result in the underutilization of female and minority workers. One of the major reasons is the lack of enforcement of affirmative action regulations. Some of the problems of enforcement have been tackled in new and innovative ways by the Legal Aid Society of Alameda County.

Gackenbach, Jayne I.; Auerbach, Stephen M., "On-the-Job Sex Discrimination." Business, v30n1, 24-30, Jan/Feb 1980.
ID No: 80004019

Despite the increase in female labor participation, women are still predominately employed in "female" jobs such as clerks or service workers. Furthermore, dramatic salary discrepancies continue to exist across occupations. The barriers encountered are both internal and external. Self-esteem, role conflict, achievement strivings, and on-the-job personal style are some of the problems constituting the internal barriers. Some external barriers that are difficult, if not impossible, to legislate against and which must also be faced include career choice and training, job entry and promotion, and socialization on the job. The problem of on-the-job sex discrimination is a complex one. The business person needs to become aware of the complexity of problems associated with women's increasing participation in the work force and to stop looking for simple answers. Training programs emphasizing the complexities of sex-role issues will be more effective in helping all workers to deal with this problem. Research was done which measured sex-role attitudes using the Women as Managers Scale, with subjects classified as sex-role traditionalists or nontraditionalists.

Gamlin, Joanne, "Minority Hiring Drive Demands Attention of the Risk Manager." Business Insurance, v13n10, 57-58, May 14, 1979.
ID No: 79009932

Attendees at a recent RIMS seminar were told that affirmative action is an issue the risk manager should consider in purchasing services and in designing loss control programs. Risk managers can expand the insurance market by seeking the services of minority-owned firms, and they must also be aware that affirmative action in hiring leaves the firm exposed to additional risks in that area. Successful affirmative action hiring programs create a new type of workforce needing new attention for loss control. Minority-owned insurance brokerages are available all over the country, and they are in a position to offer the kinds of insurance needed by many companies. However, they seldom have the power or funds to advertise their capacity. Furthermore, social changes have brought more women, handicapped individuals, and persons with little education into the workforce, and these conditions require analysis by the risk manager to provide adequate insurance to cover their special needs.

Garellick, Judith, "Academia's Reluctant Heroines." Change, v12 n1 p17-20, Jan. 1980.
EJ 218010 HE 512315

Women pursuing scientific careers in higher education institutions confront discouraging patterns of training and unfair employment practices. Numerous studies and evaluations are outlined including: the U.S. Senate's Women in Science and Technology Equal Opportunity Bill, a study by the Evaluation and Training Institute of Los Angeles, and a study by Jonathan Cole on women in the scientific community.

Gendron, Mary, "Giant Aims For 25 Percent Women Store Managers." Super-marketing, v32 n9 p4, 28-29, Sept. 1977.
ID No: 77014552

Dottie Bruce Cook, Giant's first affirmative-action director, hopes to accomplish the promotion of more women into store manager posts by working in four major areas including: 1. motivating women to seek better jobs at Giant. 2. providing adequate training programs. 3. orienting all levels of management to provisions defining equal-employment-opportunity, and setting up guidelines to meet those provisions. 4. communicating with staffers in the field and management at headquarters about problems and opportunities, and keeping lawsuits to a minimum. Several programs are planned to accomplish these goals. Giant's career development program has been modified so qualified staffers can become managers in three to five years. Staffers work at their own speed and the program is tailored to the person.

Gilbreath, Jerri D., "Sex Discrimination and Title VII of the Civil Rights Act." Personnel Journal, v56 n1 p23-26, Jan. 1977.
ID No: 77002282

Discrimination against women through illegal employment practices is still a real problem. Through application of Title VII of the Civil Rights Act of 1964, an increasing number of these women are filing complaints and suing for their rights. Thus, A clear understanding of Title VII is necessary for employers to avoid illegal practices. This presentation explores Title VII, looks at the kind of complaints that have been filed against employers, and presents the defenses raised by these employers. Ways utilized by Title VII to prevent discrimination include - 1. State protective laws, 2. The Sex Plus Criterion, 3. Pregnancy, and 4. Discriminatory company policies. Defenses available include - 1. Bona Fide Occupational Qualification, 2. Bona Fide Seniority or merit system, 3. Business necessity, and 4. Customer preference. Title VII provides for both remedial relief and corrective action and should be used by both employer and employee.

Gilmour, Peter, "Careers and Jobs: Women's Attitudes at Work." Journal of General Management, v5n1, 80-87, Autumn 1979.
ID No: 80001704

Among other findings of this study, it was determined that the environmental conditions under which a woman operates do affect her attitudes towards pursuing a career, her feelings of satisfaction with her work role and her feelings about the Women's Movement. Women with professional careers or with the potential for these careers held favorable attitudes toward the movement whereas women in unskilled jobs who tended to have a strong family orientation held less favorable views. The Women's Movement will help the professional woman who will also do much to promote her own career-she is typically highly motivated and highly intelligent. It is important, however, not to lose sight of the completely different problems faced by the unskilled or semi-skilled women workers. Finally, it must be recognized that when discussing women's problems, it is people's problems in general that are being probed.

Ginsberg, Stanley M., "When Management gets Involved: EEO at Citizens and Southern National Bank." EEO Today, v4n3, p.179-184, Autumn, 1977.
ID No: 78001093

Citizens and Southern (C&S) National Bank, one of Atlanta's largest commercial banks, recently embarked on a highly ambitious EEO program. This move is not a drastic change for C&S. In 5 years, the number of female employees in managerial and professional jobs has gone from 119 to 350, and the bank anticipates that within a year, minorities will be at parity in official and managerial positions. The C&S philosophy is that successful implementation of EEO planning depends upon the cooperation of line management. For each department, questions need to be answered before yearly goals can be set: 1. What growth and turn-over are anticipated? 2. What are the jobs leading to officer level? 3. What officer positions lead to higher position? 4. Where does under-utilization still exist? Once the areas or departments that need special attention are identified, recruiting begins, C&S has adopted a policy of promotion from within.

Ginzberg, Eli, "EEO's Next Frontier: Assignments, Training and Promotion." Employee Relations Law Journal, v4n1, p.24-33, Summer, 1978.
ID No: 78012039

With the number of previously underrepresented minority groups now represented in employment and qualified for training and advancement, employers must now consider all new hires as potential promotables. Management is feeling much internal and external pressure to show good faith and affirmative action by promoting from within these ranks. Although women represent between one-third and two-thirds of all employees, they account for only 1 or 2% of senior management. Advancement of these minorities is flawed by the evaluation process and the implicit competition between the evaluator and those being evaluated. Management must make a serious effort to systematize, document, and audit its evaluation procedures. No one should be promoted who is not fully qualified to do the job, and training must precede this promotion to assure success.

Givens, Richard A., "Manhart in the Light of Bakke." Employee Relations Law Journal, v4 n3, p330-38, Winter, 1978.
EJ 201651 HE 511224

Decisions in both the Bakke and Manhart cases reflect a refusal to permit membership in a group to be the basis for the exclusion or inclusion of an individual in certain places. Problems surrounding the concept of equal opportunity and equal benefits for individuals are discussed in their historical, social, and legal contexts.

Glass, Robert L., "Women vs. Chauvinism: A DP Showdown." Computerworld v13n23 p.52, June 4, 1979.
ID No: 7901113

Liberated women, even in the computing field, still face much chauvinism. Marlene Fleiss worked for Clinker, Stoker and Soot Energy Co. (CSSEC),

and her job was the boring one of reviewing and categorizing programmer errors. It occurred to Marlene that her sex may have been the cause of her relegation to such a boring job, so she wrote a protest about her situation in the form of a report on programmer errors, and every personal pronoun that she used was feminine. The feminine pronouns made it impossible to read the report without reacting to it. CSSEC management opted for the path of least resistance and reviewed the report without comment or correction of the feminine pronouns. It was then sent to a government agency, where it was reissued with an "all male cast of personal pronouns."

Glucklich, Pauline; Povall, Margery, "Equal Opportunities: A Case for Action in Default of the Law." Personnel Management, vii11, p.28-311, Jan. 1979. ID No: 79004041

In spite of the Sex Discrimination Act and the establishment of the Equal Opportunities Commission in the U.K., there has been little use made of the law to redress grievances of sex discrimination and little change in organizations of the employment aspects covered by the law. A survey of 26 companies indicated that: 1. removal of overt discrimination was a common change, 2. personnel managers in the great majority of companies indicated that they did discriminate and expected to continue doing so, 3. the action taken involved minimum compliance with the law, 4. job opportunities and chances for promotion were limited for women, and women tended to be segregated in jobs, particularly manual jobs, and 5. employers regarded anti-discrimination and equal opportunity as low priority issues. There are powerful reasons for developing equal opportunity policies now: 1. necessity of such policies by law, 2. more effective personnel systems, and 3. more effective use of human resources.

Gordon, Francine E.; Strober, Myra H., "Initial Observations on a Pioneer Cohort: 1974 Women MBAs." Sloan Management Review, vi9n2, p.15-23, Winter, 1978. ID No: 78006056

A study of the 1974 class of Masters of Business Administration women graduates at the Stanford Graduate School of Business revealed important differences. They came from a higher socio-economic background and had a higher proportion of fathers in management. In college, they more often majored in the humanities and social sciences and had taken fewer math courses. Women also reported less career counseling. They assigned less importance to high paying jobs or wealth and had a significantly higher interview/offer ratio than men. The similarities between the sexes began with about the same proportion of each sex planning business careers upon receiving their B.A. degree. The applications and entrances to school were about the same. Some life goals beyond the importance of wealth were the same: leadership, prestige, service, affection, independence, security, self-realization, duty, and pleasure. Finally, the mean starting salary for each sex was less than \$100,000 apart. The lower desire for wealth does not bode well for the future salary equality of women.

Gray, Janet Dreyfus, "Married Professional Women: How They Feel About the Women's Movement." Journal of the NAWDAC, v43 n1 p26-29, Fall, 1979. EJ 210670 CG 517041

Investigated how married professional women feel about the women's movement. Data revealed that the majority were working to change societal definitions of Women's roles but that a sizable minority had little interest in the women's movement. The women's movement has also brought about increased role conflicts for many.

Guillemin, Jeanne; And Others, "Judging Competence: Letters of Recommendation for Men and Women Faculties." School Review, v87, n2, p157-70, Feb. 1979. EJ 199896 PS 507515

Reports findings of a content analysis of all letters of recommendation received by a sociology department for a given junior-level faculty position. Differences of content provided for male and female applicants are identified. Finds that in this sample women were not strongly portrayed as committed intellectuals and colleagues.

Gulledge, Earl N., "Career Opportunities for Women in the 1980s." Florida Vocational Journal, v4 n5, p10-12, Jan-Feb. 1979. EJ 207669 CE 508765

Discusses the representation of women in the labor force and their concentration of employment in a few occupations. Projects that unless changes are made in the ways women are orientated to and prepared for the labor force, employment opportunities will continue to occur in the fields in which women are already well represented.

Gunderson, Morley, "The Influence of the Status and Sex Composition of Occupations on the Male-Female Earnings Gap." Industrial and Labor Review, 31, 2, 217-26, 1978. EJ 173075 CE 507171

Reports a study of alternative theories of sex discrimination which imply ambiguous predictions about the relation between the male/female earnings ratio and the status and sex composition of the occupation. Notes that about one-half of the earnings gap between the sexes can be attributed to direct discrimination in the labor market, with occupational segregation being equally important to wage discrimination.

Guttek, Barbara A.; Nieva, Veronica F., "Determinants of Career Choice in Women." New Directions for Education, Work and Careers. (No. 8, Enhancing Women's Career Development) p7-20, 1979. EJ 214605 HE 512159

Societal attitudes, parental attitudes, and young women's abilities and interests and how they affect their choices of careers are examined. Attitudes toward sex-role appropriateness of occupations, women's anticipated career choices, career pioneers, masculinity v femininity, intrinsic v extrinsic job rewards, time of choice, and predictors of choice are discussed.

Guy, Jana H., "The Rehabilitation Act of 1973 - Its Impact on Employee Selection Practices." Employee Relations Law Journal, v4n1 p2-23, Summer, 1978.
ID No: 78012038

The Rehabilitation Act of 1973 continues Executive Order 11246 on Affirmative Action to include "qualified handicapped individuals," and all contractors doing business with the government of more than \$2,500 per year are now required to consider these potential applicants. Although the Act defines the qualified handicapped individual as one who 1. has a physical or mental impairment that substantially limits one or more life functions, 2. has a record of such impairment, and 3. is regarded as having the impairment, actual practice and enforcement by the OFCC and HEW are vague. Job related categories for disqualification are used, but no agency of authority has undertaken the responsibility of providing criteria for the procedure by which qualified status is attained. Individual complaints are investigated, but no program of overall investigation and policy formulation has yet been initiated. The HEW Civil Rights Office is increasing its budget for the express purpose of initiating an aggressive investigative program.

Hacker, Sally L., "Sex Stratification, Technology and Organizational Change: A Longitudinal Case Study of AT&T." Social Problems, v26 n5, p539-57, June, 1979.
EJ 208977 UD 507354

Recent technological displacement in AT&T affected workers differentially by sex. This longitudinal analysis of changes in AT&T's organizational structure addresses the tendency of organizational research to ignore the variable of sex in the study of change.

Kaessel, Walter; Palmer, John, "Market Power and Employment Discrimination." Journal of Human Resources, v13n4, p545-560, Fall 1978.
ID No: 79000851

A theoretical model is developed which predicts that firms in more highly concentrated industries will be more likely to practice employment discrimination than other firms. Tests of the model are conducted for both sex and race discrimination. In general, the results confirm that firms in more highly concentrated industries discriminate more, and they further suggest that firms which discriminate on the basis of race also do so on the basis of sex. An investigation is also conducted of the implications of equal work/equal pay legislation for employment discrimination. It appears that there may exist a tradeoff between employment discrimination and equalization of wages. In addition, it also appears that race and sex employment discrimination are positively correlated in themselves. Equations. Tables, References.

Hart, Lois B., "Steps to Successful Synergy." Personnel Administrator, v25 n4, p45-48, April, 1980.
EJ 221473 EA 512582

Suggest that organizations, instead of forcing women into the common mold, ought to institute policies recognizing that each person contributes uniqueness that can enhance the corporation.

Harper, John V., "Job Evaluation Systems and the Changing Law." EEO Today, v6n1, p51-58, Spring, 1979.
ID No: 79008709

Job evaluation has become an important business activity, and unless employees believe they are fairly compensated for their work, morale problems will develop. Job evaluation systems provide a systematic approach to assessing the market value of jobs as well as their relative value within the organization. Yet these systems can become a source of litigation for businesses. The Department of Labor (DOL) and the Equal Employment Opportunity Commission (EEOC) have shown recent interest in job evaluation systems, and they have attempted to determine if these systems discriminate against women. Many experts in the evaluation field maintain that such systems do not discriminate on impermissible grounds, but an employer must still exercise care in their application. In ranking systems, sex-based stereotypes may influence the decisions of the raters. A similar problem exists in grading evaluation systems. Factor and point systems are not subject to these kinds of failings to the degree of the ranking and grading systems. Close scrutiny is required if the employer notices that the majority of jobs held by females are paid less than those held by males.

Harway, Michele, "Sex Bias In Educational-Vocational Counseling." Psychology of Women Quarterly, v4 n3, p412-21, Spring, 1980.
EJ 221158 CG 518093

Literature pertinent to sex discrimination in educational and vocational counseling is reviewed. Among factors contributing to inequitable counseling are sex role socialization that clients bring to counseling, sex role attitudes and biases of counselors, deficiencies in counselor training, and shortcomings of tests used in counseling practice.

Hawkins, Robert Parker; Pingree, Suzanne, "Effects of Changing Proportions of the Sexes on Ratings of Occupational Prestige." Psychology of Women Quarterly, 2, 4, p314-21, 1978.
EJ 184544 CG 514647

Touhey has suggested that an influx of women into high-status, male-dominated professions will result in declining prestige and desirability for those professions. The present study attempts both a replication and an extension to examine results of changing sex ratios in low-status and female-dominated occupations.

Hay, Christine D., "Women in Management: The Obstacles and Opportunities They Face." Personnel Administrator, v25 n4, p31-39, April, 1980.
EJ 221471 EA 512680

Takes a look at where women stand in management circles today, how they view themselves as contenders for management positions, and what training they now need.

Hechinger, Grace, "A New-Girl Network for Trustees." Change, v11 n6, p21-22, Sept. 1979.
EJ 209680 HE 511594

Women comprise only 15 percent of the voting membership on college and university governing boards, but education and other nonprofit spheres have been nurturing places for women leaders. It is shown that women are learning to identify and recruit other women.

Heilman, Madeline E.; Kram, Kathy E., "Self-Derogating Behavior in Women-Fixed or Flexible: The Effects of Co-Worker's Sex." Org. Behavior and Human Perf. v22n3, p497-507, Dec. 1978.
ID No: 79000545

Fifty male and 50 female employees of an insurance company participated in a study designed to demonstrate that situational variables influence the degree to which women engage in self-defeating attributional tendencies. Predetermined positive or negative feedback about their pair's performance was given to subjects who were led to believe that they were working on a joint decision-making task with either a male or female. As expected, the results indicated that women's tendencies to derogate themselves were evident when working with males, but almost nonexistent when working with females. When paired with a female as compared to male, female subjects accepted more responsibility for success and less for failure and also reported greater confidence about their future performance. However, the coworker sex variable is only one among many that effects a women's self-perception of competence.

Heilman, Madeline E.; Guzzo, Richard A., "The Perceived Cause of Work Success As a Mediator of Sex Discrimination in Organizations." Organizational Behavior and Human Perf. v21n3, p346-357, June 1978.
ID No: 78012298

There is a lot of evidence that rewards in work organizations often are distributed in a manner that discriminates against women. A study was designed to investigate the role that attributional processes play as mediators of sex discrimination in the allocation of organizational rewards. The subjects were given a causal explanation for the work success of a male or female employee and asked to make decisions regarding the appropriateness of various personnel actions and to indicate their preferences among them. The results indicated that the causal explanations typically used to account for a woman's work success (luck, effort, and task difficulty) as contrasted with that typically used to account for a man's work success (ability) produced tendencies to

award fewer and less desirable organizational rewards. The data suggest that the differential explanations that arise from sex differences, not the sex differences themselves, result in unequal treatment of equally successful men and women.

Heilman, Madeline E.; Saruwatari, Lois R., "When Beauty Is Beastly: The Effects of Appearance and Sex on Evaluations of Job Applicants for Managerial and Nonmanagerial Jobs." Organizational Behavior and Human Performance, v23n3, p360-372, June 1979.
ID No: 79009602

A recent study explored the idea that career opportunities of attractive women are hindered by their appearance, and the effects of both appearance and sex, based on applicant evaluations for managerial and nonmanagerial positions, were examined. The results showed that attractiveness was consistently an advantage for men, but was an advantage for women only when seeking a nonmanagerial position. Such was found to be the case in ratings of: 1. qualifications, 2. recommendations for hiring 3. suggested starting salary, and 4. rankings of hiring preferences. Other results implied that attractiveness exaggerated perceptions of gender-related attributes involving work behaviors. Combined, the data supported the idea that the effects of appearance are mediated by fluctuations in the perceived fit between applicant attributes and job requirements. The implications are that women should strive to appear as unattractive and as masculine as possible in order to advance their careers. Further research is indicated to alleviate such pressure on career-oriented women.

Henle, Peter; Ryscavage, Paul, "The Distribution of Earned Income among Men and Women, 1958-77." Monthly Labor Review, v103 n4 p3-10, Apr. 1980.
EJ 222994 CE 509504

In a study of data concerning distribution of earned income among men and women from 1958 to 1977, it appears that the trend toward greater inequality among men continued but slowed in recent years. The more unequal distribution for women remained stable, probably reflecting limited advances.

Herbert, Theodore T.; Yost, Edward B., "Women as Effective Managers . . . A Strategic Model for Overcoming the Barriers." Human Resource Management, 17, 1, p18-25, 1978. (EJ 177723 EA 509820)

A model for dealing with barriers to women's functioning effectively as managers focuses on male managers as the crucial step in the elimination of sex-role stereotypes.

Heron, Liz, "Not Quite Ladylike?" Times Educational Supplement (London), 3281, 19, 1978.
EJ 188112 AA 528767

Despite legislation, the chances of girls competing on equal terms for "male" jobs remain slim. Reviews employment opportunities for women two and a half years after the passage of the Sex Discrimination Act.

Higgins, James M., "A Proposed Social Performance Evaluation System." Atlanta Economic Review, v27 n3 P4-9, May-June, 1977.
ID No: 77009731

Social audit refers to any device which attempts to evaluate an organization's social performance. Implementation of the social audit requires establishment of criteria, i.e., identification of successful performance. Business is expected to assume a socially responsible role with respect to 1. Protecting the natural environment, 2. Assuring members of the Society of Equal Rights, and 3. Providing industrial democracy and a satisfactory working situation. Responsibility may be either legally required or voluntary in nature. Two methodologies exist for performing a social audit - accounting and an inventory model. Use of the latter is believed to increase audit validity. Inventory questions must be established, and a scoring system must be designed. The scoring system proposed in this study utilizes detailed questions, and it allows for comparisons of firms of different sizes in different industries.

Holly, Susan, "Women in Management of Weeklies." Journalism Quarterly, v56 n4, p810-15, Winter, 1979.
EJ 219541 CS 715554

Although the position of women on weekly newspapers appears to be better than in some other sectors of journalism, women still occupy a lower position than men within the weekly newspaper structure: they generally are paid less, have less control over their newspapers, and are not as likely to hold management positions.

Hopkins, Anne H., "Perceptions of Employment Discrimination in the Public Sector." Public Administration Review, v40n2, p131-137, Mar/Apr, 1980.
ID No: 80007559

Making use of data from questionnaires sent to public employees in 5 states, this study examines the scope and correlates employee perceptions of discrimination based on sex, age, and race, with almost one in 5 employees perceiving some form of job discrimination. Women, older workers, and non-whites who feel discriminated against experience dissatisfaction with their jobs, believe that promotions are not handled fairly, and feel that supervisors do not take a personal interest in them as employees. In addition, analysis reveals that women, older workers, and non-whites as separate groups have additional individual characteristics and aspects of their job environments that bear relationships to their feelings of discrimination. The findings suggest that a personnel problem of substantial magnitude exists and that attitudes concerning discrimination have a potentially negative impact on the quality of government. Possible remedies are suggested for such perceptions of discrimination, as well as suggestions for the kind of research that is needed to understand more fully the nature of the problem.

Hornig, Lilli S., "Her Story." Grants Magazine, 1, 1, p36-42, 1978.
EJ 185149 HE 510326

The Higher Education Resource Services was formed to establish a registry and referral system for recruiting women faculty and administrators in order to fulfill equal employment opportunity commitments. A personal account is provided of the resistance encountered and start-up activities of planning, design, organization, and money.

Illfelder, Joyce K., "Fear of Success Sex Role Attitudes, and Career Salience and Anxiety Levels of College Women." Journal of Vocational Behavior, v16 n1, p7-16, Feb. 1980.
EJ 215739 CG 517307

Examines for female undergraduate students the relationship between fear of success, sex role attitudes, and career salience, and the relationship between fear of success, career salience, and trait anxiety. Results indicated that fear of success and sex-role attitudes, in combination, significantly predicted the level of career salience.

Inderlied, Sheila Davis, "Goal Setting and the Career Development of Women." New Directions for Education, Work and Careers, (No. 8, Enhancing Women's Career Development) p33-41, 1979.
EJ 214607 HE 512161

Because of psychological barriers as well as economic and political determinants, women have difficulties in engaging in goal-setting for career structuring. Socialization, importance of goal-setting and roles, and mechanisms for change (assertive techniques, making others aware, education and self-awareness, and coping strategies) are discussed.

Jain, Harish C., "Discrimination in Employment: Legal Approaches are Limited." Labour Gazette (Canada) v78n7, p284-288, July 1978.
ID No: 78012212

Under the new Canadian Human Rights Act, the prohibited grounds for discrimination in employment included race, national origin, color, religion, age, sex or marital status, conviction for an offense for which a pardon has been granted, and a physical handicap. Unlike the U.S. and the provincial laws in Canada, which require equal pay for work of equal value. The Act also prohibits indirect discrimination. In analyzing the provisions of affirmative action programs, several conclusions were revealed: The Dept. of Employment and Immigration should consider funding training in industry for women and minorities. 2. Employers should be encouraged to develop affirmative action programs with governmental help. 3. Employers should receive funding to cover the wages of women and minorities in career-development programs, 4. The human rights commission should help immigrants so they will not be exploited.

James-Neill, Margaret, "Color Me Visible: Career Development and Individual Differences." Journal of Career Education, v5 n2, p145-53, Dec. 1978.
EJ 202653 CE 508368

The paper presents a matrix describing a conceptual framework for a career development education program which values individual differences and leads to economic visibility for all persons. The matrix is intended to guide career educators as they deal with individual differences in program development and delivery.

Johnson, S. L.; Ronan, W. W., "An Exploratory Study of Bias in Job Performance Evaluation." Public Personnel Management, v8 n5, p315-23, Sept-Oct., 1979.
EJ 214242 EA 512245

This study explores sex and race bias in job performance appraisal. After a brief review of the literature in the area, the authors investigate the job performance appraisal techniques of supervisors at a particular government agency in the Southeast.

Jolley, Mary Allen, "Need for More Qualified Persons--Women and Work in Today's Society. 1979 National Conference Proceedings." American Technical Education Association, Inc. Journal, v7 n4, p11-14, Jan.-Feb. 1980.
EJ* 220690 - CE 509414

Paper presented at the 1979 National Technical Education Conference. Discusses women and transition, changing attitudes about work and the work place, legal barriers to sex discrimination, and the career development of women.

Jonung, Christina, "Sexual Equality in the Swedish Labor Market." Monthly Labor Review, v101 n10 p31-35, Oct. 1978.
ID No: 78018392

Sweden is designing policies to establish equality between men and women in the labor market. The occupations most common for women are retail trade, office work, and hospital care. Women are participating more in the labor force mainly because of the increase of part-time employment and are entering male occupations at an accelerated rate. Sweden's policies allow full productive, and freely chosen employment for everyone. Features of their policies include: 1. public employment agencies and manpower training, 2. individual taxation, 3. public child care, and 4. parental maternity and sick child leave for both parents. They have established quotas and programs to recruit and train women in formerly all male occupations. Shorter full-time workdays will allow former part-time women workers to widen their range of occupations and decrease sex segregation. Their policies also require changing the role of men. The efforts to find jobs for women have been coupled with an interest in the types of jobs they get.

Jordan, Vernon E., Jr., "Emerging Issues for Public Relations." Public Relations Jnl., v36n1, p26-27, 30-31, Jan. 1980.
ID No: 80004354

The issue of black equality is one that has shaped US history, and it continues to exert a powerful influence over the nation. During the 1980s, the US will once more be faced with the racial dilemma that will not and should not go away until black people enjoy full parity with white people in the US. The belief that the law and judicial decisions of the 1960s eliminated discrimination is a myth. The majority of black people hold the worst jobs offered by US society. Unemployment among blacks is high. Americans must face the fact that the gap between whites and blacks is growing instead of closing. The majority of black children are reared in families experiencing severe economic hardship. More blacks attend racially isolated schools than in 1964. One of 5 black families lives in a house that is physically deficient, according to government standards. A major challenge for public relations practitioners is to interpret black demands to employers and clients. The response of the practitioners to that challenge will tell the black population much about what the US is and what it hopes to become.

Joyce, Libby, "A Male Chauvinist Cure of Unemployment: Fire the Women and Send Them Back Home." Canadian Business, v51n10, p140, Oct. 1978.
ID No: 79003712

As economic conditions worsen, some women committed to careers in Canada are beginning to worry that the psychological job climate for time will begin to worsen also. Economic conditions in the 1960s and 1970s made the climate for women in business very good, and many made great strides up the corporate ladder. Now, however, times are not as good, and the rising unemployment rate is a bad omen for consumer and investor morale. Many people would see women as the natural ones to be forced out of jobs in the tightening labor market. With the International Year of the Child coming up in 1979, women may, indeed, face more pressure to return to their traditional roles as homemaker-mothers. It is healthy that women have made great strides in the business environment. They provide good competition for men and are good for business in general. However, it is not surprising that they remain somewhat paranoid about their position in the labor force and the possibility of losing the ground they have gained.

Kacerguis, Mary Ann; Adams, Gerald R., "Implications of Sex Typed Child Rearing Practices, Toys, and Mass Media Materials in Restricting Occupational Choices of Women." Family Coordinator, v28 n3, p369-75, July, 1979.
EJ 204304 CG516522

A review of child-rearing practices, toy materials, mass media literature and television programming indicates the presence of gender stereotyping. Using these data, an argument is presented that suggests gender stereotyping may limit females occupational choice and aspirations.

Kahn, Sharon E.; Schroeder, Alana S., "Counselor Bias in Occupational Choice for Female Students." Canadian Counsellor, v14 n3, p156-59, Apr, 1980.
EJ 224940 CG 518671

School counselors in British Columbia were asked to select three appropriate occupations for each subject in case studies. When the case study described a female, the counselors chose occupations that paid less and were more closely supervised.

Kahn, Steven C., "Labor Law-Comparable Worth: Journey of a Thousand Miles." Corporation Law Review, v3n2, p136-142, Spring 1980.
ID No: 80008387

The Equal Pay Act (EPA) covers only claimed denials of "equal pay for equal work." It does not apply to plaintiffs occupying unique positions or to plaintiffs performing mere comparable, but not equal, work. Title VII of the 1964 Civil Rights Act may be broader in scope than the EPA and may provide a method for attacking discriminatory job evaluation systems which are immune under the EPA and which undervalue work performed primarily by women. Recently, the Equal Employment Opportunity Commission (EEOC) commissioned a study of job evaluation systems and the feasibility of evaluating the worth of jobs. The EEOC's position on comparable pay is based on 2 essential considerations which are not easily reconciled: 1. Market forces are important in determining wages. 2. Job rating systems which result in pay scales for different classifications may not reflect traditional sex-biased criteria. However, the EEOC still has not addressed the issue concerning the extent to which employers may rely on the law of supply and demand in determining wages for female and male classifications.

Kalvelage, Joan; And Others, "Reductions in Force and Affirmative Action." Educational Economics, 3, 1, p12-4,23, 1978.
EJ 173555 EA 509472

By allowing permanent, part-time work and by creating positions for job sharers, school districts can redistribute available positions among current employees without reducing their numbers. Available from: Capla Associates, 18 Overlook Avenue, Rochelle Park, New Jersey 07662.

Kaplan, Joel H.; Lieberman, Richard E., "Comparable Pay: A Management Perspective." EEO Today, v7n2, p145-158, Summer 1980.
ID No: 80016092

Women only earn about 30c for every 50c earned by men. The Equal Pay Act of 1963 limits equal pay for women to jobs which are practically identical. The Equal Employment Opportunity Commission (EEOC) is considering providing equal pay to women for jobs of comparable worth. EEOC contends traditional women's jobs are lower-paid than men's jobs because of a combination of sex-biased market forces. Comparable pay theorists argue that job evaluations to determine the worth of jobs favor traditionally male occupations. Sociological factors, however, seem to cause women to seek jobs which have a low marketplace value, apparently due to personal preference on the part of women and not to employer preference. Market

factors of supply and demand require that employers rate a job according to current market job rates. Comparable worth proponents cite *Griggs v. Duke Power*, but this case is not relevant unless there is adverse impact on a single individual. Prior to passing the Equal Pay Act of 1963, Congress considered and discarded comparable worth criteria in favor of equal pay for equal work doctrine.

Kimmel, Ellen; And Others, "Training Women for Administrative Roles." Educational Leadership, v37 n3 p229-31, Dec. 1979.
EJ 212355 EA 512152

The University of South Florida's Women and Administration Institute is an intensive summer residential program that encourages women to move up the career ladder into administrative positions in the public schools.

Klein, Joan Dempsey; Diamond, Helen, "We Must Break Down the Myths: An Interview with Justice Joan Dempsey Klein." Educational Horizons, v57 n2, p84-89, Winter 1977 1978.
EJ 204128 AA 529791

Appellate Justice Klein describes her childhood and education, especially her independent attitudes and refusal to accept stereotyped sex roles. She urges women to seek political power, so that they need no longer beg to men for equal rights. This article is part of a theme issue on women and leadership.

Kowalski, Edita, "Women as Peers in the Organization." Canadian Banker & ICB Review (Canada), v86n1, p40-43, Feb. 1979.
ID No: 79006370

Male managers will have the problem of changing their organizations to accommodate affirmative action goals during the next 20 years. New relationships will have to be modeled in order to treat women as peers. Today's working women no longer want to silently bear discrimination as did women in the past. They want to be seriously considered for top jobs. Working women want information on the organization and management training to help them get ahead. Among the strategies companies implement to help women are: to adopt an affirmative action policy backed up by top-level commitment, to let women practice making theoretical decisions, to promote dialogue sessions between male and female managers, to sponsor androgynous training programs focusing on task performance and not sexual differences, and to set up in-house affirmative action pilot facilities to promote the appropriate policies and programs.

Krchniak, Stefan P., "Characteristics and Perceptions of Women Certified for Supervisory and Administrative Positions in Illinois." Illinois School Research and Development, 14, 2, p45-51, 1978.
EJ 176937 AA 527743

This research sought to attain a description of those women educators in Illinois who constitute a pool from which potential administrators might logically be drawn and to generate basic information on variables associated with the low incidence of women administrators, i.e., aspiration for

administrative position, position-seeking assertiveness, personal and situational constraints, discriminatory employment practices, university role in placement, and general attitudes.

Krefting, Linda A.; And Others, "The Contribution of Sex Distribution, Job Content, and Occupational Classification to Job Sextyping: Two Studies." Journal of Vocational Behavior, v13 n2, p181-91, Oct. 1978.
EJ 192139 CG 515413

The distribution of males and females on a job, occupational classification, and job content were examined as predictors of job sex stereotypes in two studies. Results indicate that the base rate of males and females in the job is the most important predictor of job sextypes.

Kryger, Barbara K.; Shiklar, Richard, "Sexual Discrimination in the Use of Letters of Recommendation: A Case of Reverse Discrimination." Jrnl. of Applied Psychology, v63n3, p309-314, June, 1978.
ID No: 78010200

In this study, possible sex discrimination was examined in the use of letters of recommendation. Eight different letters of recommendation were written for applicants applying for a management position. A mailed questionnaire along with one version of the letter was sent to personnel managers, and an analysis of variance was computed on the usable responses. Female applicants were preferred over males in terms of proceeding with an interview, thus demonstrating a case of reverse discrimination. Also, managers judged female applicants to have more initiative and responsibility and greater ability to learn quickly than males. The sex of the writer had no significant main effect on the dependent variables, but it did enter into several interesting interactions.

Kulczycky, Maria, "Women at the Top." Savings & Loan News, v93 n5, p58-63, May, 1977.
ID No: 77008357

While a recent study shows that some strides have been made to end sex discrimination in commercial banking. This may really be due to reclassifying low jobs into higher categories without actually enlarging job responsibilities. The Treasury Department's OEO director is more actively investigating the industry now for sex discrimination. Many women are not career oriented. The best way to separate them from their ambitious counterparts is to provide equal opportunities for women as for men. Few management training programs recruit women. Women may also need special training for business roles because they have been socialized differently and may lack career plans. They may require career counseling. Finally, the salaries for women should be upgraded to be comparable to men. The attitudes of male co workers may have to be changed to help eliminate discrimination. Affirmative action plans should be developed.

Kumagai, Gloria L., "The Asian Women in America." Bridge, An Asian American, Perspective, v6 n4, p16-20, Winter, 1978.
EJ 200653 UD 506963

Women of Asian Ancestry have faced sex role stereotyping and discrimination as well as racial discrimination both in their own and American cultures since they immigrated to this country.

Lacy, D. Patrick, Jr., "EEO Implications of Job Analyses." Employee Relations Law Journal, v4 n4, p525-34, Spring, 1979.
EJ 206364 EA 511616

Discusses job analyses as they relate to the requirements of Title VII of the Civil Rights Act of 1964, the Equal Pay Act of 1963, and the Rehabilitation Act of 1973. Argues that job analyses can establish the job-relatedness of entrance requirements and aid in defenses against charges of discrimination, Journal availability: see EA 511 615.

Lansky, Dona T.; And Others, "External (Legal) Coercion and Internal Commitment: A Case Study of an Affirmative Action Training Program in Municipal Government." Journal of Applied Behavioral Science, 14, 1, p27-41, 1978.
EJ 188667 EA 510354

This paper describes the background, execution, and outcomes of the first year of an affirmative action training program for managers and supervisors in city government. Available from: JABS Order Dept., NTL Institute for Applied Behavioral Science, P.O. Box 9155, Rosslyn Station, Arlington, Virginia 22209.

Larwood, Laurie; Rand, Patrice; Der Hovanessian, Aida, "Sex Differences in Response to Simulated Employee Discipline Cases." Personnel Psychology, v32n3, p539-550, Autumn, 1979.
ID No: 79018444

A study is made of the impact of sex differences on employee discipline situations. The subjects were male and female personnel managers who were asked to respond to a survey concerning vignettes depicting 4 work situations in which employees failed to perform their jobs adequately. Employees were viewed in a traditional male position such as construction supervisor or production manager or in a relatively more female-identified position such as a public relations officer or executive secretary and were identified as being male or female. Individuals employed in male-identified positions were viewed as more competent than those in traditional female positions. In general, evaluations correlated with recommended personnel actions. Punishing personnel action was least likely to be recommended for men employed in the traditional male positions. The results of the study were consistent with role theory and with certain attributional concepts.

Lawler, Alice Cotter, "Career Exploration with Women Using the Non-Sexist Vocational Card Sort and the Self-Directed Search." Measurement and Evaluation in Guidance, v12 n2, p87-97, July, 1979.
EJ 207760 CG 516691

Results of this study indicate that those women who took the standard or revised Non-Sexist Vocational Card Sort found a broader range of occupations suggested to them than those who took the Self-Directed Search. Revisions in the instruments in accordance with NIE Guidelines had little effect on scores.

LeGrande, Linda H., "Women in Labor Organizations: Their Ranks are Increasing." Monthly Labor Review, v101 n8, p8-14, Aug. 1978.
EJ 189968 CE 508002

Women represent almost half of the 1956-1976 increase in union membership, but their representation in official positions did not advance proportionately. The article presents and discusses data on labor force participation, union and association membership, and offices held by women.

Lein, Laura, "Male Participation in Home Life: Impact of Social Supports and Breadwinner Responsibility on the Allocation of Tasks." Family Coordinator, v28 n4, p489-95, Oct. 1979.
EJ 210556 CG 516927

Boston-area families described the ambivalence of male responses to pressures of increased participation in homemaking. Because of different social support networks, men obtain little support and help in performing housework. Men perceiving paid employment as their primary contribution hesitate to acknowledge responsibility for homemaking functions as well.

Levenson, Mark, "Equal Opportunity: A Scorecard," Dun's Review, v114n5, p106-110, Nov. 1979.
ID No: 79020152

Equal opportunity for women and minorities became a national goal 15 years ago. Extensive research by Dun's Review shows mixed results in progress toward this goal. From the 1960s to the 1973-75 recession, non-white minorities made tremendous gains which virtually ceased during that recession. However, non-whites now hold higher paying and higher level jobs than in the 1960s. Black teenagers have the highest unemployment rate. Black females made the greatest gains but started from the strongest position. Most black progress was in the middle class. Women made little or no gain during this period. Seventy percent of working women are still in the pay sector below the median just as they were in 1967. The white adult female unemployment rate is comparatively low. However, most females are in positions stereotyped as "women's work," and women still make less than men in the same field. The future outlook for minorities and women is good due to the flat birth rate which means fewer new entrants into the job market.

Levine, Marvin J., "An EEO Overview for Personnel Managers," Training & Development Jnl., v33n1, p60-63, Jan., 1979.
ID No: 79002170

The Equal Employment Opportunity Commission, Established under Title VII of the Civil Rights Act of 1964, is concerned with investigation and remedy of discrimination in employment. Under the law, employers must not only abandon discriminatory employment practices, but they must make efforts to implement nondiscriminatory practices. Employers should let the community know that they have equal opportunity employment.

Furthermore, employment practices must not perpetuate the effect of prior discriminatory practices nor have a disparate effect on members of a protected class. The employer is obliged to demonstrate consistent patterns of nondiscriminatory employment in class action suits. Employers may refuse to hire an individual because he or she lacks the required ability or experience or because the person does not meet the specific physical requirements of the job. Employers must be careful in determining bona fide occupational qualifications.

Lilly, Leslie, "Women and Work in Appalachia: The Waging War." Human Services in the Rural Environment, v1 n1, p40-45, Sept.-Oct., 1979.
EJ 210016 RC 503517

Discusses the low wages and dead-end jobs most Appalachian women workers face and explores nontraditional employment options which offer higher wages, benefits, security, and a chance for truly meeting a family's needs.

Lines, Patricia M., "Update: New Rights for Pregnant Employees." Personnel Journal, v58 n1, p33-37, Jan. 1979.
EJ 202723 CE 508438

The 1978 amendment to Title VII of the Civil Rights Act of 1964 provides that pregnant women may claim any disability and medical benefits extended to other employees for non-job-related disabilities. The author examines the legislation and prior court decisions, noting the distinction between pregnancy benefits and sex discrimination.

Lissy, William E., "Labor Law for Foremen and Supervisors." Supervision, v39 n4, p13-15, Apr. 1977.
ID No: 77005398

When General Electric Company refused to include pregnancy disability in disability benefit coverage, women employees sued the company. They claimed this exclusion violated the Civil Rights Act's ban on sex discrimination. After two lower courts upheld the women's position the Supreme Court issued a ruling which stated that the exclusion of pregnancy disability from disability benefits plan coverage does not violate the Civil Rights Act. However, if a state requires employers to provide pregnancy benefits, the employers must do so despite the Supreme Court's decision. Three other Labor Management rulings have clarified certain other matters of Labor Management Relationships. Arbitration in one case upheld the company's right to set production guidelines, but warned it against excessively intimidating tactics in dealing with employees. Other rulings freed supervisors from mandatorily testifying at grievance hearings and allowed the company to fire an incompetent employee after the 90 day probationary period.

Litwack, Lawrence; Meadows, Ferguson, "Cultural and Sex Bias in Teacher and Counselor Education: Background and Intervention Strategies." Journal of Career Education, v5 n2, p123-32, Dec., 1978.
EJ 202651 CE 508366

Focusing on schools and colleges of education, the article reviews the problems of cultural and sex bias and stereotyping in teacher and counselor education. Suggests intervention strategies such as courses and workshops for pre-service and in-service teachers and counselors to prepare them to develop bias free programs.

Loomis, Carol J., "A.T.&T. in the Throes of "Equal Employment." Fortune, v99n1, p44-57, Jan. 15, 1979.
ID No: 79001209

AT&T, the nation's largest private employer is due to be sprung from a tough consent decree that has required it sometimes to hire and promote people other than those best qualified for the jobs in the past 6 years. Since 1973, equal-employment concerns have forced themselves onto the list of management's top problems and onto the agenda of the Supreme Court, which will soon render a decision on affirmative action plans. When AT&T bowed to the government in 1973, there were no women among its 342 officers; now there are 4 earning between \$66,000 and \$110,000. The origins go back to an EEOC assault on AT&T in 1970. The company has paid off, handing out about \$18 million, most of it to 20,000 presumptive victims of unequal pay practices, who received as much as 2 years' worth of make-up pay. On the average, women and minorities hold better jobs at AT&T, but their presence in the work force has not changed much.

Lyman, Kathleen D.; Speizer, Jeanne J. "Advancing in School Administration: A Pilot Project for Women." Harvard Educational Review, v50 n1 p25-35, Feb. 1980.
EJ 224892 CE 509617

Three possible causes for the low proportion of female school administrators are examined: differences in male and female socialization, sex discrimination in hiring, and meritocracy. The authors describe two institutes designed to help women achieve higher administrative status and a research project which examines the careers and backgrounds of women administrators in New England.

Macleod, Jennifer S., "The Secretary's Job as an EEO Problem." EEO Today, v7n2, p129-133, Summer 1980.
ID No: 80016090

The secretary's job creates some of the most intractable problems in affirmative action because there is no satisfactory alternative to the job. When secretarial jobs first evolved, women used them as a means of earning money for a short time until they married. There was keen competition for these jobs, and women seeking them already had the technical skills required. Secretaries advanced only when their bosses did,

and working conditions generally did not encourage thinking by secretaries even when they had decision making responsibilities. Women today constitute a large, permanent part of the work force. They are able to find positions with higher pay and better futures than secretarial work provides. While fewer women seek the low-status, low pay secretarial positions, the jobs remain largely unchanged because of ingrained habits of male executives. Companies must reshape the methods of work distribution to meet new cultural needs, given the fact that the secretarial job evolved to fit customs and work force characteristics that no longer exist.

Marcus, Steve J., "Toxic Chemicals and Reproduction." Technology Review, v82n5, 77 Mar/Apr 1980.
ID No: 80007371

Certain chemicals in the work areas adversely affect human reproduction. The prevailing solution has been to remove the worker from the threat, rather than eliminate the threat itself. Women are more frequently excluded from their jobs, for their own "reproductive protection," although toxic chemicals have equal effects on men. Ralph C. Dougherty, a chemistry professor at Florida State University, has disclosed findings that sperm density distributions of US males have decreased over the past 30 years and suggests that toxic agents in the environment may be partially responsible, in addition to sociological and behavioral factors. Some industries claim that sociological and behavioral factors are the main cause of health problems, even for workers subjected to high levels of toxic chemicals. Some industries are using a biochemical technique by cytogenetic testing, to detect chromosomal abnormalities and "high-risk" workers. Dr. Marvin S. Legator, of the University of Texas, advocates cytogenetic testing as an advanced warning system, making possible the elimination of hazardous materials before they could affect the workers.

Marks, Charles W., "Is Your Bias Showing - Hiring Laws Today Pose Challenges to Employers." Personnel Journal, v56 n8, p381, Aug. 1977.
ID No: 77013476

Hiring and employment regulations are becoming increasingly rigid. At the same time minority groups are pressing for enforcement of laws forbidding job discrimination. Being aware of the regulations is the first step in making certain that employees in a hiring capacity do not violate the law. National Personnel Associates in their "Guidelines for EEOC (Equal-Employment-Opportunity-Commission) Compliance" have provided some helpful hints - 1. Ask only questions relevant to the candidate's ability to perform. For Women applicants especially, it is wise to avoid questions about their private lives. 2. A question about age must be accompanied by a disclaimer that clearly states that the information will not be used for a discriminatory purpose. 3. Prohibited language examples include racial titles and religious identifiers. 4. It is permissible to ask about and require U.S. citizenship.

Marlin, John Tepper, "City Affirmative Action Efforts," Public Admin. Review, v37 n5, p508-511, Sept./Oct. 1977.
ID No: 77016233

Equal-Employment for Women and Blacks was a campaign theme of President Carter, and as of mid-February, 1977, he indicated he would initiate a complete reorganization of the federal equal employment effort. Although the Equal-Employment-Opportunity-Commission (EEOC) was created in 1964 as a part of the Civil Rights Act of that year, it was not until 1972 that it obtained any enforcement powers. This same year, municipal governments were finally brought under equal employment provisions and began reporting to the EEOC in 1973. Several years after private corporations were required to report. Given the lag in bringing cities under the EEOC reporting requirement, it is not surprising to find that in most cities, local governments are employing women and blacks in top positions at less than area wide parity. Better leadership from Washington would go a long way toward resolving the difficulties of local equal employment officials in dealing with their mission.

Marshall, Sandra J.; Wijting, Jan P. "Relationships of Achievement Motivation and Sex-Role Identity to College Women's Career Orientation." Journal of Vocational Behavior, v16 n3, p2-9-309, June, 1980.
EJ 223199 CG 518380

Career Centeredness places a career above other life activities as a source of satisfaction whereas Career Commitment concerns the intention of steadily pursuing a career throughout life. The expectation that Career Centeredness would be more characteristic of masculine women and correlate higher with achievement motivation was generally supported.

Martin, Carole, "Working for Women: Organizations and Services in Education." College Board Review, n111 p14-15, Spring, 1979.
EJ201623 HE511196

An annotated listing of women's organizations and services describes how they are improving women's opportunities in education. Among those reported are: the Project on the Status and Education of Women (AAC); Women's College Coalition; Women's Equity-Action League; the Women's Caucus (AAHE); and the Office of Women in Higher Education (ACE).

McLaughlin, Steven D., "Occupational Sex Identification and the Assessment of Male and Female Earnings Inequality." American Sociological Review, v43 n6, p909-21, Dec. 1978.
EJ 193565 UD 506669

Holding both the nature of the task and prestige constant, it is found that the earnings of both males and females are greater in male- than in female-dominated occupations. This earnings differential may be a function of occupational characteristics that are not measured in this research, or of institutionalized discrimination.

McLorinan, Agnes, "Non-Traditional Trades for Women." Canadian Vocational Journal, v14 n3, p27-31, Nov. 1978.
EJ 206007 CE 508638

The paper presents the policy of the Canada Employment and Immigration Commission to actively promote equal employment opportunities for women, discusses the author's role as women's employment coordinator in the Ontario region, and provides information about industrial and institutional programs to train women for nontraditional jobs through cooperation with provincial community colleges.

McNamara, Patricia P., "Business Ownership: A New Career Option for Women." New Directions for Education, Work and Careers, (No. 8, Enhancing Women's Career Development) p71-82, 1979.
EJ 214610 HE 512164

The status and barriers faced by women business owners is examined, and ways in which higher education institutions can assist women to overcome these obstacles are suggested. The Women Entrepreneurs (WE) Project is described, and a survey of women-owned businesses in California is discussed.

Meechan, Charles J., "The Problem of a Changing Business Environment," Research Mgmt., v22n6, p35-38, Nov. 1979.
ID No: 80000527

A crucial issue for innovative leadership is management in a dynamically changing environment. Many environmental changes have occurred throughout the 1970s, and although some government-business relationship trends make intelligent management extremely difficult, it is in our best interests to improve our abilities with regard to the management of change. Some of the important factors that characterize this changing scene and have a profound influence on the management of innovation are: 1. social responsibility, 2. management attitudes, 3. governmental regulations, 4. international competition, 5. changing work ethics, 6. the entrepreneurial spirit, and 7, the women's movement. These are only some of the significant changes which face the American innovation process in the near and immediate future.

Meuninck, James A., "Oink." Florida Vocational Journal, v4 n2, p8-11, Oct., 1978.
EJ 195670 CE 508171

The author describes components of a sex-fairness activity that he developed in his schools: OINK (Observed Interest In Negating Knowledge), an instrument to show students their own sex bias; sex-based language discussion; transparencies identifying sex bias on television and elsewhere; and freedom training, a film on nontraditional vocations for women.

Mirides, Ellyn; Cote, Andre, "Women in Management: Strategies for Removing the Barriers." Personnel Administrator, v25n4, p25-28, 48, Apr. 1980
ID No: 80007266

The number of women holding management positions is increasing, but women still face barriers resulting from perpetuating attitudes that have shaped the image of the working woman. While the attitudes of women are changing with regard to stereotypes, the impact of these changes upon industry and business is slow. Self-image barriers can only be overcome by personal development, and there are varied strategies to attain self-confidence. Hiring biases and organizational barriers still exist to a great extent. The organization exhibits greater concern for the development of the careers of males than females. Progress for women in management will continue to be hindered unless career goals are pursued more aggressively.

Missirian, Agnes K., "The Female Manager as a Shelf-Sitter." Human Resource management, v17 n4, p29-32, Winter, 1978.
EJ 196145 EA 510849

A study of the career progress of 21 executive women reveals no upward movement in a 15-year period. Possible reasons to explain this phenomenon are explored.

Mitrano, Barbara S., "Teaching as a Women's Occupation: A Feminist Critique." Journal of Education, v160 n4, p50-63, Fall, 1978.
EJ 193547 UD 506651

The educational system, from kindergarten to graduate school, has socialized women to see that teaching is a desirable occupation for them. Those same features that make teaching seem desirable to women, however, also serve to help keep teaching from becoming a true profession and to perpetuate sexism.

Moskal, Brian S., "Should Wages Reflect What a Job Is Worth?" Industry Week, v205n3, p98-100, May 12, 1980.
ID No: 80010612

"Comparable worth" is a controversial issue that could radically change long-accepted compensation practices, creating heavy financial strains on employers. Widespread economic dislocation could result from the translation of the theory into practice. Discrimination in the payment of wages on the basis of sex for "equal" work is prohibited by present equal-pay doctrine. However, many skilled jobs performed primarily by women are paid at unusually low rates. The National Association of Manufacturers contends that a standard requiring the same pay for unlike jobs of comparable worth to the employer would flout the wishes of Congress. Wage-rates determinations stem from many factors not involving discrimination, such as collective bargaining, skills, training, and demand. The US Chamber of Commerce feels that the Congress, not the Equal Employment Opportunity Commission (EEOC), is the proper setting for future discussion on the concept of equal pay for work of equal value.

Mossholder, Kevin W.; Gordon, Michael E.; Nurick, Aaron, J.; "An EPA Exceptions Model-Cracking the Sex-Based Wage Differential." Compensation Review, v11n1, p42-51, 1st Quarter, 1979.
ID No: 79005628

The Equal Pay Act of 1963 (EPA) was designed to counteract the discriminatory practice of paying women less than men for the same job. Two factors, basically, affect wages: 1. internal equity, referring to skill, effort, or responsibility, and 2. external equity, referring to wages paid by other companies for the same work in the same labor market. A new concept is appearing known as the legal equity, based on the EPA provisions which prohibit discrimination within the establishment by paying an employee less than the rate paid employees of the opposite sex for the same work. From judicial interpretation, it appears that the pay is for work substantially the same, rather than identical. The correct approach to the problem involves, among other things, a comparison of male-female wages for comparable jobs, tenure, and performance. Female turnover rates have a direct relation to unmet salary expectations.

Motsch, Peggy, "Peer Social Modeling: A Tool for Assisting Girls with Career Exploration." Vocational Guidance Quarterly, v28 n3, p231-40, Mar. 1980.
EJ 223182 CG518363

This study provides information to assist counselors in helping girls with career exploration. Peer social modeling, reinforcement, and practice of modeled behavior can help girls explore traditional and nontraditional careers and learn decision making.

Mullings, Leith, "On Women, Work and Society." Freedomways, v20 n1 p15-24, 1980.
EJ 222729 UD 507824

Reviews evidence which suggests that the sexual division of labor and ideology of sex roles are not determined by biological constraints, but by the structural constraints of a given society. Discusses how the ideology of femininity, which evolved from the life-style of upper class White women, oppresses Black women.

Murphy, Patrick E.; Lacznik, Gene R., "Women Executives - Their Educational Needs in Marketing." Akron Business & Economic Review, v8 n3, p51-55, Fall, 1977.
ID No: 77014945

The women marketing executives surveyed generally feel that they do not manage differently from men nor do they want to be treated differently in the corporate setting. However, widespread instances of sex discrimination have been experienced in all of these groups, and most believe that they have not yet reached equal status with men. Therefore, colleges of business need to assure that future female managers be given the managerial tools to take advantage of all opportunities to gain full equality with male managers. The managerial orientation in the curriculum must continue to be stressed. A better understanding of why consumers behave as they do and knowledge of techniques to research this behavior must be given renewed emphasis. Female marketing managers, especially those at the highest levels, believe that a "macro" approach

is also essential to future corporate success. Therefore, marketing educators may need to examine their curriculum in this light.

Heuse, Steven M., "Sex Employment Patterns in State Government-A Case Study." State Government, v52n2, p52-57, Spring, 1979.
ID No: 79009206

Public organizations have been concerned with employment opportunities for women at administrative, professional, and technical (APT) levels. A study was conducted to determine how men and women differ in: 1. employment patterns, 2. certain job-related characteristics, and 3. key job values. Questionnaires were distributed to a random sample of 925 APT personnel in 8 agencies in Texas. The results of the study indicate that in spite of legal and political pressures, women in state government are significantly under-represented among middle to upper-level APT personnel. Evidence further indicates that although women have as much or greater tenure than men in some agencies and possess as high an educational level, they fall behind men in classification averages and representation in major APT groups. The women expressed feelings of having been discriminated against.

Nieva, Veronica F.; Gutek, Barbara A., "Sex Effects on Evaluation." Academy of Mgmt Review, v5n2, p267-276, Apr. 1980.
ID No: 80009476

The basic hypothesis underlying studies in the problem of sex bias in evaluation is that, given identical qualifications or performance, there is a general tendency to give men more favorable evaluations than women and that performance by men tends to be attributed to causes that are favorable to them, while performance by women tends to be attributed to less favorable causes. A review of studies in this area indicates that evaluation bias does exist, but that its effects are not consistent across all situations. There are 3 factors which affect the operation of sex-related evaluation bias: 1. the level of inference required of the evaluator appears to be directly related to the occurrence of pro-male bias, 2. sex-related bias may be a function of sex-role incongruency in the particular contexts in which evaluation ratings are made, and 3. the operation of evaluation bias appears to be affected by the level of qualification or performance involved..

Nieva, Veronica F.; Gutek, Barbara A., "Women's Work: What Women Want, Expect, and Get." New Directions for Education, Work and Careers, (No. 8, Enhancing Women's Career Development) p83-94, 1979.
EJ 214611 HE 512165

Women making career choices need to know what women want and get from their jobs to form realistic expectations and prevent disappointment. Intrinsic job facets (internal characteristics such as challenge and autonomy) and extrinsic facets (external characteristics such as pleasant coworkers, promotion, and pay) are described.

Norgaard, Corine T., "Problems and Perspectives of Female Managers,"
MSU Business Topics, v28n1, p23-28, Winter, 1980.
ID No: 800005615

Women have unprecedented opportunities in the business world today, and for the ambitious woman, there are few barriers, according to one version. On the other hand, some view the progress of women in the business world as an illusion. A study of 124 women in lower and middle management positions produced a variety of answers regarding the status of women. The women included in the study were chosen from participants in a series of career development workshops for women in business and female managers. A number of reasons are given by the subjects to explain why women have not developed their careers more fully and progressed more rapidly in the business world. These suggestions range from lack of opportunity to lack of ambition. The subjects studied listed 4 discriminatory practices which they perceived to hamper women: 1. employer prejudices against hiring women, 2. different salaries for men and women, 3. promotion policies based on sex, and 4. unwillingness to delegate responsibility and authority to women. In the past, the problems and perspectives of women in managerial positions were easy to determine-there were almost no women managers. Today, the experience of women has produced a wide variety of opinions about their career development. That such a variety exists may be an optimistic note for women in the business world.

Norton, Eleanor Holmes, "A Critical Year for Equal Employment." Journal of Intergroup Relations, v6 n4, p3-10, Dec., 1978.
EJ 195558 UD 506692

The Bakke decision, the President's civil rights reorganization, and the changes in the Equal Employment Opportunity Commission and at state and local civil rights agencies demand a greater professionalism in civil rights enforcement nationally.

O'Bannon, Dona, "Women as Entrepreneurs," Executive, v4n1, p36-38, 1977.
ID No: 78004972

Women entrepreneurs face "staggering" obstacles. Most women-owned businesses take the form of sole proprietorships in the retail and non-professional services. The typical woman entrepreneur has fewer than 5 employees and grosses less than \$51 thousand. The discriminatory problems faced by women entrepreneurs are addressed by the Equal Credit Opportunity Act and subsequent amendments. Women have traditionally been excluded from the networks of local power and referrals that stem from membership in the Rotary, Kiwanis, and Jaycees. Women are products of our culture. However, in order to succeed, they must become willing to advertise their success, take credit for their accomplishments, and accept the responsibility of being in charge. They must be ready to post collateral since bank loans are difficult to obtain for untried ventures.

O'Donnell, Jo Anne; Andersen, Dale G., "Factors Influencing Choice of Major and Career of Capable Women," Vocational Guidance Quarterly, 26, 3, p.214-21, 1978.
EJ 178913 CG 514122

The study made for this article sought to determine the effects of selected social and environmental variables on the choice of major and career plans of women possessing high quantitative aptitude.

Ogan, Christine L., "On Their Way to the Top? Men and Women Middle-Level Newspaper Managers." Newspaper Research Journal, v1 n3, p51-62, May, 1980.
EJ 225398 CS 713220

Results of a survey of middle-level newspaper managers offer hope for aspiring female managers, although some of the results indicate that progress toward equality in this area of employment will be slower than many would like.

O'Kelly, Charlotte G., "The Impact of Equal Employment Legislation on Women's Earnings: Limitations of Legislative Solutions to Discrimination in the Economy," American Journal of Economics & Sociology, v38n4, p419-430, Oct., 1979.
ID No: 79021002

Despite the strong legal basis that now exists for equal opportunity in employment for women, women's earnings have actually declined relative to men's. This is true even when experience on the job, life-time work experience, and education are similar. Females are still twice as likely to fall below the poverty line. The impact of these lower female earnings may be of even greater significance today because of the increase in female-headed families. The causes of these male/female inequalities in earnings are complex; they can range from outright discrimination on the part of some employers to the more subtle effects of socializing young girls into "feminine occupations" which usually pay less than "masculine jobs". The census data analyzed here clearly indicates that equal opportunity legislation has not been sufficient to end economic sexism.

"On Campus With Women, Number 26, Spring 1980," Association of American Colleges, Washington, D.C. Project on the Status and Education of Women. 20p, 1980.
Ed 187253 HE 012727

This issue of the "On Campus With Women" newsletter includes the following topics: a federal court case decision that student aid constitutes federal assistance, but that the Department of Health, Education and Welfare cannot compel Grove City College to sign a legally defective Title IX compliance form; a Department of Justice move to enforce Title IX compliance at Texas A&M University and the University of Alaska; student actions to monitor Title IX enforcement at the University of Iowa; a battle between sports associations for sponsorships of post-season

tournaments; a guide on athletic scholarships; a Pennsylvania published model for hearings on equal athletic opportunity; the status of rowing as a woman's sport; women coaches; a Sloan Commission proposal for a new agency to enforce federal anti-discrimination regulations; new affirmative action regulations proposed by the Department of Labor's Office of Federal Contract Compliance Programs; rules for keeping employment records; comprehensive compliance investigations; a sex discrimination case at Keene State College; costs of sex discrimination suits; sex discrimination at religious colleges; right to privacy about pregnancy as a female employee; minority women in the professions and in sports; historical materials on Black Women; trends on women's education; women's centers; women's studies programs; sexual harassment; rape; developments concerning employed women; women in the sciences; and language and textbooks.

Ortiz, Flora Ida; Covell, Janice, "Women in School Administration: A Case Analysis," Urban Education, 13, 2, p213-36, 1978.
EJ 186210 UD 506371

This study focuses on an upwardly mobile female school administrator as she struggles to establish and retain a career in school administration.

Osako, Masako Murakami, "Dilemmas of Japanese Professional Women." Social Problems, v26 n1, p15-25, Oct., 1978.
EJ 191742 UD 506600

Despite advanced industrialization, Japanese women are subjected to occupational inequality by businesses that place them on a career track separate from men in terms of wages, promotion, and retirement and by a cultural environment that fosters the values of motherhood and stresses female authority only in domestic situations.

Pace, Diana G.; Weissberg, Michael, "Guided Fantasy in the Career Counseling of Women," Journal of the NAWDAC, v43 n1, p30-33, Fall, 1979.
EJ 210671 CG 517042

Advantages of guided fantasy as a counseling technique are presented. Emphasis is placed on the use of guided fantasies in the career counseling of women. Accounts of two fantasies, sex reversal and role stripping, are presented along with briefer descriptions of others. Suggested procedures for implementing fantasy experiences are discussed.

Parrish, John B., "Women and Minorities as a Professional Resource: A Study of Progress and Change." Qtrly Review of Economics and Bus., V18n3, p55-66, Autumn, 1978.
ID No: 78018451

The number of women trained in the elite professions from 1900 to 1960 was small. There has been a dramatic acceleration in the entry of women into formerly male dominated professions from 1960-1975. Women are enrolling for advanced degrees in a variety of academic fields. Recent literature has indicated that the number of women at the top levels of

various professions was diminishing. These studies were based on the post-war years which saw an upsurge in the number of men applying for advanced degrees due to the benefits of the GI Bill. Very few women were eligible for these benefits. More recent studies indicate that the number of women in top levels will keep increasing. Minority students have also represented a small number of students seeking advanced or technical degrees. That number is increasing. Minority women have a position of relative importance in comparison to minority men. In the past women have been a qualitative resource in many professions, now they will be a quantitative resource as well.

Pastore, Steven, "The Employment of Women in Banking," The Bankers Magazine, v162n4, pp.76-84, July/Aug. 1979.
ID No: 79016421

Affirmative action is already bringing out a radical change in the way bankers must compensate and manage all their employees. The role of the personnel director could well affect the future profitability in banks at least as much as the commercial lending department. Except for the more militant women's groups, few observers doubt that the status of women in banking has changed in recent years. Even today, there is but one female senior vice-president in a bank of any size in the entire US. In an industry that employs 680,000 women out of a total one million workers, the odds against success make it reasonable to assume that change is thus far little more than "cosmetic". The issue of sex discrimination in employment surfaced almost as an afterthought to administrative efforts to remedy racial employment discrimination. Far from denying rights to men, equal employment opportunities (EEO) law is working to give everyone rights and a value they heretofore did not enjoy. Bankers must learn to be more market-oriented, and they must also learn not to keep their solutions to sex discrimination a private concern.

Patrick, Patricia A., "Women and Earnings Differentials," Mid-South Qtrly Business Review, v18n2, pp.3-6, 11, 2nd Quarter 1980.
ID No: 80017924

A study has shown that whereas discrimination in pay did not appear to exist between males and females operating at the same job levels, firms tended to place women at lower job levels than men with the same education and experience. Another study has suggested that women can affect the wage differential by withholding their services until they are offered salaries competitive with those of men. Women who exhibit a serious career intent through educational preparation usually experience smaller pay differentials than those entering fields which require little or no prior preparation. There are indications that the 1980 census will show that pay differentials between male and female workers have actually worsened.

Paulter, Albert J., "The Bicentennial Conference on Vocational Education-- Revisited. Implications for Industrial Arts," Journal of Epsilon Pi Tau 4, 1, 41-5, 1978.
EJ 180957 CE 507633

Twenty-one papers presented at the National Bicentennial Conference on Vocational Education held in October of 1976 in Minneapolis are variously grouped under six headings and briefly discussed. Headings include national policy, employment outlook, school-work relationship, delivery systems, sex bias, and special needs groups. Six related implications for industrial arts education are presented.

Pearce, Diane, "The Feminization of Poverty: Women, Work, and Welfare," Urban and Social Change Review, 11, 1-2, 28-36, 1978.
EJ 182487 UD 506149

Statistics are presented which show that women are accounting for an increasingly large proportion of the economically disadvantaged. Different sources of income (earned, public, and private transfer income) and the welfare system are discussed in terms of their roles in the perpetuation of female poverty.

Pearson, Roger, "Discrimination Against Women Can Still Be a Major Headache," Chief Executive Monthly (UK), 79, May 1980.
ID No: 80013998

A number of cases have come before the courts to test just how far the equality laws go in protecting the rights of men and women who work alongside each other. In a recent case where women did the light work in a warehouse while men did the heavy work, the women were layed off while none of the men lost their jobs. At the moment, the employer has received a favorable judgment, but the Employment Appeal Tribunal was of the opinion that the case should have had another hearing. It is a case which underlines the need for a clear-cut division between the jobs of men and women. In another case, a firm which provided security services was not held responsible when one of its employees set a fire which gutted the premises he was supposed to be guarding. This decision was reached on the basis of "standard conditions" written into the contract, and the decision serves to warn companies that: 1. They may not be buying quite the security they believe they are. 2. There is a possibility that higher insurance costs could result from this ruling.

"Perspectives on EEO-Compensation," EEO Today, v5n2, 93-96, Summer, 1978
ID No: 78014807

A new concept on the horizon of Equal Employment Opportunity (EEO) is comparable worth. It involves more than equal pay for equal work. Comparable worth is to rank fairly and objectively jobs that are unlike and unrelated. Jobs of comparable worth must receive equal pay. This mandate is part of an effort to eradicate systemic discrimination in the workplace. It encourages government intervention in the employer/union process of determining job worth, analyzing whether the job

classifications and evaluations cause discrimination against members of unprotected groups. National statistics suggest that pay discrimination based on sex has occurred. Enforcement responsibility will be removed from the Department of Labor and put under the EEO Commission, which is already pressing reviews. A 2-year study has been set up to establish a central source of expertise on this issue. Compensation specialists should take warning and begin compliance action now.

"Perspectives on EEO: Safety and Health," EEO Today, v5n2, p.96-97, Summer 1978.
ID No: 78014808

Safety and health reasons should not tend to exclude women, older people, and the handicapped from certain jobs or work environments. This perspective is coming to the attention of Equal Employment Opportunity (EEO) agencies, and joint discussions have already been held on the matter. EEO agencies want to assure that any exclusions in this area are valid, especially if directed at women. The Occupational Safety and Health Act (OSHA) has been included in the discussions. The EEO Commission intends to issue guidelines based on OSHA regulations. Compliance reviews and other research will be used to collect examples possibly leading to litigation. The question of alternatives such as job rotation or particular protective equipment must be studied. The primary problem area is pregnant women which has already brought about an upturn in grievances.

Pifer, Alan, "Women Working: Toward a New Society," Urban and Social Change Review, 11, 1-2, 3-11, 1978.
EJ 182484 UD 506146

Women are being drawn into the labor force today by powerful economic, demographic, and social forces and far reaching attitudinal changes. Recognition of the reality that women must work, they want to work, and their labor is needed should help us institute policies that would bring about reforms in many areas of life.

Pingree, Suzanne; Butler, Matilda, "Survey Shows Anti-Couple Bias in Hiring, Writers Say," Journalism Educator, v33 n3, p61-63, Oct. 1978.
EJ 192276 CS 712759

Indicates that the antinepotism rules that existed in the past are still maintained by communication/journalism department administrators. Reports on what those administrators see as the advantages and disadvantages of hiring a qualified professional couple for two job openings.

Polachek, Solomon William, "Sex Differences in College Major," Industrial and Labor Relations Review, v31 n4, p498-508, July, 1978.
EJ 189952 CE 507986

This study uses new nationwide data to analyze sex differences in choice of college majors in 1955 and 1973. The implied link between sex differences in the labor market and the human capital market is important, the author suggests, for both research and policymaking.

Porter, Susan Yank; Abeles, Harold F., "So Your Daughter Wants to Be a Drummer?" Music Educators Journal, v65 n5, p46-49, Jan. 1979.
EJ 205848 AA 529917

Studies have shown that sexism cannot only influence career choice, but even the musical instrument that a child chooses to play. The question music educators need to consider is how attitudes and behavior surrounding this issue can be modified.

Prediger, Dale J.; Noeth, Richard J., "Effectiveness of a Brief Counseling Intervention in Stimulating Vocational Exploration." Journal of Vocational Behavior, v14 n3, p352-68, June, 1979.
EJ 200904 CG 516230

Intervention procedures, consisting of a brief report of vocational interest scores and small-group sessions on vocational planning, were designed to encourage girls to consider the full range of occupations, unrestricted by sex-role stereotypes. Outcomes differed according to interest type, thus suggesting that certain students may need more counselor attention.

Prediger, Dale J., "Basic Vocational Interest Scales: The Problem of Sex Restrictiveness and Alternatives," New Directions for Education, Work and Careers, (No. 8, Enhancing Women's Career Development) p55-69, 1979.
EJ 214609 HE 512163

Many vocational interest inventories in common use are sex restrictive in that scores obtained by males typically suggest "men's work" while those obtained by females suggest "women's work." Recent research on sex restrictiveness in basic vocational interest scales is summarized.

"Pregnancy and Abortion," The Office v88n3, p76,82, Sept. 1978.
ID No: 78016249

Ever since the U.S. Supreme Court decided 2 years ago that a female employee is not entitled to a payment under a collective bargaining disability plan for the time she has to be away from work when her child is born, proponents have tried to reverse the decision in Congress. The Senate passed, last September, by a 75-11 vote, a bill amending Title VII of the Civil Rights Act of 1964, making discrimination because of sex. The pregnancy tantamount to discrimination because of sex. The House passed a similar bill by a 376-43 vote, but the bill allowed employers to exempt elective abortions from medical benefit and disability pay programs. The Senate tabled an amendment that would have provided the same options. The differences will be ironed out, probably before the October adjournment. The legislation does not require a company to pay benefits to employees for nonjob-related disabilities. If a company has a plan that pays benefits for other such disabilities, it cannot exclude childbirth and related conditions. Women now hold 40% of all jobs in this country and represent 70% of the growth in employment.

Priestland, Sue, "Association Salaries: Equal Pay for Equal Work? Association Mgmt. v31n4, p.42-47, April, 1979.
ID No: 79007955

In a recent comparison of men's and women's salaries in the association field, every job classification shows that women are still paid significantly less than their male counterparts. There is much evidence that women in the association field are paid less than men for the same jobs and responsibilities. However, an increasing number of women hold top level association positions. The survey made by the American Society of Association Executives took into account factors for pay differentials between men and women, such as: 1. years of experience, 2. job responsibilities, 3. size and financial strength of each association, and 4. location. Still, the pay differentials are so great that all of the factors, taken together, are insufficient to explain it. The large size of the salary differentials and the trend information shown from the present and a previous 1976 survey are continuing evidence that there is not equal pay for equal work. The increasing numbers of professional women in association work mark an important first step toward gaining equality in this field.

Raloff, Janet, "The Unequal Scientists," Science News, 114, 6, 92-3, 96, 1978.
EJ 187476 SE 522608

Describes a class-action suit against the Energy Research and Development Administration (ERDA) the former energy agency, which substantiates the claim that women get less than equal treatment.

Rankin, Deborah, "Women Accountants are Scarcely Adding Up," Business & Society Review, n25, p.59-62, Spring, 1978.
ID No: 78010489

in the area of accounting, affirmative action programs are starting to help somewhat as women break down the old discrimination barriers. But the greatest strides are occurring in the lower echelons. However, the largest national accounting firms still do not have more than 10 female partners. The accounting firms offer various reasons for the relative scarcity of women at top positions. Things are changing dramatically as all the large firms report they are hiring a much larger percentage of women from college campuses than they did 5 years ago. One reason more women are entering accounting is that the field has gained popularity among them. After they have graduated and managed to land a job with an accounting firm, women generally get equal pay for equal work.

Ratner, Ronnie Steinberg, "The Paradox of Protection: Maximum Hours Legislation in the United States," International Labour Review (Switzerland) v119n2, p185-198, Mar/Apr 1980.
ID No: 80010800

The passage of Title VII of the 1964 Civil Rights Act renewed interest in the controversy over the legitimacy of protective labor laws, that is, special employment laws for women and children. Opponents of such laws

contend that protective labor laws introduce crippling restrictions on women's ability to compete with men for higher-paying jobs. Proponents of the laws maintain that special employment laws offer women essential protection against exploitation in the labor market. A historical review shows that maximum hours laws were both protective and restrictive, but not simultaneously. There are 3 hypotheses which explain how these laws were both protective and restrictive: 1. Protective laws failed to keep pace with the profound modifications in working conditions that resulted from technological change. 2. The content of these laws is shaped by interest groups at critical junctures in their development. 3. These sex-specific laws were essential preconditions for later sex-neutral legislation protecting all employees.

Rawls, Rebecca L.; Fox, Jeffrey L., "Women in Academic Chemistry Find Rise to Full Status Difficult," Chemical & Engineering News, v56n37, p.26-32, 36, Sept. 11, 1978.
ID No: 78014633

Women in academic chemistry are finding the rise to full status a difficult one. They are still finding themselves being blocked by the "old boys" network, condescending male attitudes, and weak self-confidence. Nevertheless, some action is being taken and the struggle to achieve equality is beginning to realize results. An indepth view is presented of the present situation. Women have taken some cases to court charging that they have been blacklisted and discriminated against, and they have been winning such cases. Women are finding jobs at academic institutions, but not yet nearly in proportion to the Ph.D.s they receive. Among their many complaints, the women feel that the so-called "informal" support networks are not working in their behalf. Many comments of concerned women are presented. Nearly everyone agrees the outlook for women desiring careers in academic chemistry is getting better, but not to the degree it should in comparison to women in other economic sectors.

Renick, James C., "Sexual Harassment at Work: Why It Happens, What to Do about It," Personnel Jnl. v59n8, p658-662, Aug. 1980.
ID No: 80015902

Sexual harassment can be defined as any unwanted pressure involving one's sexuality, including verbal innuendos and suggestive comments, gestures, rape, and attempted rape. At work, sexual harassment may occur as a single encounter or as a series of incidents. It may involve placing a sexual condition on employment opportunities or it may occur as a pervasive or continuing condition of the work environment. The sex role stereotyping of women and their status in Western societies have contributed significantly to the lack of concern for the issue of sexual harassment. Double standards for men and women almost encourage the practice of sexual harassment. Such harassment can create social problems, including unemployment, and its effect on victims can be devastating. A legal understanding of the problem of sexual harassment of women is only beginning to emerge. As more cases are brought out and the courts become more familiar with the basis of the claim, law on sexual harassment as sex discrimination is developing.

Reskin, Barbara F., "Scientific Productivity, Sex, and Location in the Institution of Science," American Journal of Sociology, 83, 5, 1235-43, 1978. EJ 178605 SO 506309

In a study of the relationship of sex differences to success in science careers, data were analyzed for 229 female and 221 male chemists who obtained Ph.D.'s at American universities between 1955 and 1961. Findings indicate that male chemists slightly outpublish female chemists and that sex differences do exist in the determinants of productivity.

Rich, Joan, "Yes, You Can Interview - Part 1," Supervision, v39 N10, p.1-2, October, 1977. ID No: 77016081

One has to be very careful in the entire hiring process - not only in the immediate interviews but also in terms of long-range goals and objectives that you agree to under affirmative-action. One must give special consideration to minorities, to women, the aged, the handicapped, and veterans, on top of all that, there is the very real possibility of a growing backlash against so-called "Reverse Discrimination." During the hiring process several factors that may pose problems include - 1. Asking about high school diplomas and military discharges or arrests, 2. Background checkup, 3. Requiring skills tests, and 4. Interviews. Different interviewers have different techniques, including - 1. Ask the person what jobs he has had in the past and liked. 2. Ask the person what he thinks is his greatest strengths and weaknesses on the job, 3. Talk about your own enthusiasms and the other person will probably counter with his own.

Rich, Joan, "Supervising the Woman Craftworker," Supervision, v40n5, 4-5, May, 1978. ID No: 78008498

Women are now to be found in 200 of the 450 apprenticable trades recognized by the Department of Labor. This figure represents only 3% of the skilled workforce, but still can pose problems for the supervisor unprepared to supervise women. Pointers in supervising the new, ambitious, sometimes contentious skilled worker who happens to be a woman are: 1. Remember she is under pressure from home, 2. Remember she is under pressure on the job. 3. Remember she is probably a strong person, 4. Remember she is still a woman, 5. Remember she has special problems, 6. Do not forget the attitude of the men, 7. Do not forget to train for advancement. The trend for women doing traditional masculine jobs is growing, which can present a challenge for supervisors, male or female. Thinking must be radically adjusted. When it comes to the job, men and women are largely interchangeable. Not only is it physical fact, but the law agrees. Prepared supervisors can help in making the transition a smooth one.

Rich, Les, "Hardhatted Women in Construction," Worklife, 3, 2, 14-20, 1978. EJ 173019 CE 507115

Describes the hardships, harassments, psychological adjustments, and successes experienced by several women who have entered the traditionally male-dominated, skilled blue-collar workforce. Also included is a list of organizations and individuals who offer services to women seeking training and jobs in the construction industry.

Ridgeway, Cecilia, "Parental Identification and Patterns of Career Orientation," Journal of Vocational Behavior, 12, 1, 1-11, 1978.
EJ 175353 CG 513752

A survey of 457 college women found no overall association between career orientation and parental identification. However, significant interaction in the association of these variables with self-differentiation from the father, maternal employment and occupation, and maternal sex role ideology.

Ridgeway, Ina C., "Women in Science," Hoosier Science Teacher, 4, 1, 23-8 1978.
EJ 187615 SE 522827

Reports a workshop designed to encourage and motivate female science students, to create an awareness of the contributions women are making and can make to science and technology, and to encourage workshop participants to view themselves as potential professional women. Remarks on the three keynote speakers are included.

Rieder, Corinne H., "Federal Legislation and Sex Fairness in Career Education," Journal of Career Education, v5 n2, p68-77, Dec. 1978.
EJ 202646 CE 508361

Passage of the Career Education Incentive Act of 1977 requires reexamination of education and training policies and programs to eliminate sex bias stereotyping in education and occupations. Steps toward implementing the provisions of the act include improving guidance practices, changing recruitment practices and curriculum, and expanding career development research.

Roberts, Michael A., "Affirmative Action Without Reverse Discrimination," EEO Today, v4n3, 193-199, Autumn 1977.
ID No: 78001095

Where women or minorities are underutilized in a government contractor's work force, affirmative action goals (not quotas) must be established and good-faith efforts made to bring the employment of women and minorities to a parity level. In taking steps to obtain parity, however, the employer should not hire, train, or promote a woman or minority member who is less qualified than identifiable white male candidates for the same job, training opportunity, or promotion, unless there is a court order or conciliation agreement directing that this be done. In the absence of such order or agreement, promotion procedures in labor agreements should be applied unless they intentionally discriminate. If the company has a labor agreement that might be discriminatory because it excludes any group of employees from any jobs, the company should consult a lawyer.

Rosen, Benson; Jerdee, Thomas H., "Coping with Affirmative Action Backlash," Business Horizons v22n4, 15-20, Aug. 1979.
ID No: 79014949

Many organizations have developed affirmative action programs to eliminate discriminatory practices and to rectify past inequities. Affirmative

action programs, however, are not always seen by employees as a step toward ensuring equal employment opportunities for all workers. A survey of 884 men working in a variety of business and not-for-profit institutions indicated that about one-fifth of male employees perceive that women are given preferential treatment over men and men are losing power and control because of pressures placed on organizations by government and women. Management must learn to cope with this situation. Several strategies that an organization committed to the principle of equal employment opportunity can follow are: 1. reassessment of affirmative action guidelines to identify inequities, 2. survey of employees' reaction to affirmative action, 3. education and awareness, and 4. employee participation in implementation of affirmative action goals. Managers must simultaneously respond to the varying demands of men, women, minority workers, and older workers within a framework of rapidly changing legal pressures and constraints.

Rosen, Benson; Mericle, Mary F., "Influence of Strong Versus Weak Fair Employment Policies and Applicant's Sex on Selection Decisions and Salary Recommendations in a Management Simulation," Journal of Applied Psychology, v64n4, p.435-439, Aug. 1979.
ID No: 79016066

A recent examination was made as to fair employment policy statements for managerial selection decisions and salary recommendations. This was done in the context of a decision simulation. Two independent variables, strength of fair employment policy statement and applicant's sex, were adapted in alternate versions of a decision exercise. The subjects consisted of 67 male and 11 female municipal administrators. The participants reviewed a hypothetical job description, a statement regarding the organization's equal employment opportunity policy, and a resume from a male or female job applicant. From this data the selection decisions and salary recommendations were made. It was found that strong and weak policies were equally effective in counteracting sex bias in selection decisions. It was also found that lower starting salaries were recommended for females compared to males in the strong fair employment policy condition. Thus, the pattern of results indicates that care should be taken to develop affirmative action policy statements that minimize managerial reactance.

Rosenbach, William E.; And Others "Perceptions of Job Characteristics and Affective Work Outcomes for Women and Men." Sex Roles: A Journal of Research, v5 n3 p267-77, June, 1979.
EJ 205715 UD 507100

The following hypotheses were tested and confirmed: (1) there is no difference between women and men in their perceptions of job dimensions; (2) a positive relationship exists between job dimensions and the affective work outcomes for men and women; and (3) job dimensions predict affective work outcomes in a similar manner for men and women.

Rosensweig, Jeffrey A., "The Urgent Need for a New and More Equitable Manpower Policy." Thrust: The Journal for Employment and Training Professionals, v1 n3, p239-52, Summer, 1979.
EJ 220684 CE 509408

After analyzing youth-oriented manpower policies, the author urges a more equitable and effective range of alternative actions. He says the positions of Blacks, youth, and women are severely disadvantaged. The extent of discrimination is understated due to inadequate unemployment measuring.

Rosenthal, Beth, "Headhunters"(Women's Division), Across the Board, v14 N8, p.19-23, Aug. 1977.
ID No: 77012098

Janet Jones and Anne Hyde have founded the first search firm exclusively for women executives, management women, Inc. They operate on a non-contingency basis, being paid even if their candidates are not hired. They receive 30 percent of starting salary which averages \$41,500 plus expenses. Equal-Employment-Opportunity measures have helped the search firm flourish. Women often strike out in executive search firms because many of the jobs are in manufacturing, an area in which women are not interested, and because many jobs are overseas where women do not get equal treatment. Management Women, Inc., takes the time to get to know women, understand their career-paths, and evaluate them. Most of their job candidates are found through trade associations. The search firm may eventually have to branch out into placing men or they may experience competition from other search firms that find female executives a lucrative market.

Rossiter, Margaret W., "Sexual Segregation in the Sciences: Some Data and a Model," Signs: Journal of Women in Culture and Society, 4, 1, 146-51, 1978.
EJ 189740 UD 506489

A model paralleling "growth rate" of a science with the careers of scientists in that field was extended to explain how growth rates can also effect the flow of trained womanpower to a field. Data on women scientists in the Depression years supported the validity of this model.

Rudnick, Diane Tarmy; Wallach, Ellen J., "Encouraging Women into Technical Careers: One Successful Approach." Engineering Education, v69 n8, p802-04, May, 1979.
EJ 203737 SE 525214

A program is described which helps to introduce guidance counselors to technical career opportunities for women.

Saavedra-Vela, Pilar, "The Dark Side of Hispanic Women's Education" Agenda, 8, 3, p15-8, 1978.
EJ 179653 RC 502809

The disparities between men's and women's education, jobs, and salaries have not avoided Hispanas. On the contrary, Hispanic women, are doubly burdened, not only by the discrimination against them as women, but as members of a minority group.

Sandell, Steven H.; Shapiro, David, "An Exchange: The Theory of Human Capital and the Earnings of Women, A Reexamination of the Evidence," Journal of Human Resources, 13, 1, 103-17, 1978.

EJ 180940 CE 507616

Utilizing data on the work experience of women, the authors examine both the empirical specification of human capital models of earnings in the presence of discontinuous work experience over the life cycle and simultaneous-equations models of wage determination and labor supply.

Sandi, Ana-Maria, "Science, Development and Women's Emancipation." Impact of Science on Society, v30 n1 p53-60, Jan-Mar, 1980.

EJ 226349 SE527453

Describes the situation of women overcoming social obstacles, such as equal opportunity of employment, in Romania. The entrance of women into the scene of full equality with male counterparts due to stereotyped sex roles, is described by a mathematical modeling specialist.

Sauter, Diana; And Others, "The Effects of High School Counseling Experience and Attitudes toward Women's Roles on Traditional or Nontraditional Career Choice." Vocational Guidance Quarterly, v28 n3, p241-48, Mar, 1980.

EJ 223183 CG 518364

Identifies high school experiences and attitudes of freshmen college women that influenced their choice of traditional or nontraditional careers. Educators should provide counseling and teaching techniques that provide a more egalitarian perspective on women's roles and career, including literature, work experience, and unbiased counseling.

Sawyer, Sandra; Whatley, Arthur A., "Sexual Harassment: A Form of Sex Discrimination," Personnel Administrator, v25n1, p36-38, 44, Jan. 1980.

ID No: 80001835

The problem of sexual harassment is an increasing concern for today's managers, due largely to the position of the Supreme Court regarding sexual harassment, which is considered to be another form of sexual discrimination. Victims of sexual harassment are receiving reinstatement, back wages, unemployment compensation, and even payment of psychiatrist's bills. Courts are holding both employers and individual supervisors liable. It used to be that the courts viewed sexual harassment as an inevitable and unfortunate aspect of men and women working together. The courts have ruled that sexual harassment is discriminatory if an employee is denied a promotion, pay raise, or increase in responsibilities or if that employee suffers refusal to consider work performance objectively or receives unjust poor evaluations because the employee will not respond favorably to a supervisor's sexual advances.

Scala, Bea, "Affirmative Action and the Bakke Case," Administrative Mgmt.
v38n12, 26-27, 65, December, 1977.
ID No: 78001413

Affirmative action hiring could go by the boards if the Supreme Court decides the case of the Regents of the University of California v. Bakke for Alan Bakke. Until there is a decision, managers, educators, and others face the uncertainty that their Affirmative Action efforts may not be constitutional and may have to be redesigned. Many court watchers believe that the justices may narrow their decision to apply only to the admissions policies of public universities. But if the court decides based on Bakke's Fourteenth Amendment argument, the result would affect all Equal Employment Opportunity Affirmative Action plans. Many business people feel that race should not be a factor in college admissions or employee hiring and promotion. Policies that favor some groups over others create an unfair advantage for those groups and, therefore, place all others in a disadvantaged position. Civil rights groups feel that removal of pressure will retain the status quo.

Schanstra, Carla R., "Women in Infosystems: Climbing the Corporate Ladder,"
Infosystems, v27n5(part 1) p.72-76, May 1980.
ID No: 80010633

Women comprise 43% of the work force, although only 6% are in middle management and only 1% are in top corporate positions. Despite these odds, women are climbing the corporate ladder. Several prominent women who have been successful in data processing offer advice to women concerned about corporate growth. While some women in management listen to other women quicker than they listen to an equally knowledgeable male, others do not. Most agree that women should not be distracted by thoughts of discrimination and should be optimistic and hard working with definite goals. Women in Data Processing, Inc., is an additional consulting firm which sponsors seminars on technical and interpersonal skills. It has developed a program which provides: 1. a forum for an exchange of ideas, 2. an opportunity to meet prominent women, and 3. an opportunity to develop contacts.

Scherrel, Rita A., "Changes in Career Aspirations of Women Entering College."
New Directions for Education, Work and Careers, (No. 8, Enhancing Women's Career Development) p1-6, 1979. (EJ 214604 HE 512158)

The career choices of women entering as college freshmen over the last ten years are examined. A survey tracing the national and regional trends for occupations (business, teaching, engineering, law, nursing, science, etc.) and racial differences (White, Black, Asian American, Native American, Mexican American, Puerto Rican) is discussed.

Schetlin, Eleanor M., "Racism and Sexism: Similarities," Journal of the NAWDAC,
v43 n1, p.37-43, Fall, 1979.
EJ 210673 CG 517044

Criticizes racism and sexism. Women and ethnic minority men face incongenial conditions when working in organizations dominated by White males. Understanding the treatment accorded women and ethnic minority men may facilitate the spread of democracy to include these latter groups and lead to a concerted attack on racism and sexism.

Schoener, Barbara, "Women and Perceived Barriers Relative to Optometry as a Profession." Journal of Optometric Education, v4 n3, p.8-14, Winter, 1979.
EJ 221904 HE 512616

Barriers to success for women in optometry are reviewed including social pressures discouraging women applicants, role conflicts, access to informal networks, and discriminatory feelings of faculty. A 1968 National Center for Health Statistics survey of practice patterns of women optometrists, female enrollment, and practice preferences of women graduates is discussed.

Schreiber, Carol Tropp, "Transitions I: Moving In," Across the Board, v16n9, p.70-75, Sept. 1979.
ID No: 79016048

Recent social patterns have encouraged changes in job occupancy for men and women and the meaning of these changes offers insight into group organizational life. A survey of both men and women who had made job changes into areas where traditionally workers of their sex had not been present, indicated that most co-workers accepted them in their new roles. The men indicated that the most detracting feature was exclusion from general conversations. The women referred to "difficult individuals" as their key problem. In general, the females reported more kindness to men than males did to women and the females seem to have been received less favorably by their peers than were the males. Females reported receiving much more teasing from their peers when they took their jobs. The women were continually attacked on competence. The women also reported that they were tested with foul language and dirty jokes. In contrast, the men felt compelled to do any job well because on the whole they felt they had better credentials. Any failure to do a job competently normally done by a woman was interpreted as an affront to the male ego. The women on the other hand often felt underequipped to do their work.

Schummer, Fern, "Life, Liberty and the Pursuit of Muscle Power," Forbes, v123n11, 35, May 28, 1979.
ID No: 79010065

A \$34,500 Comprehensive Employment and Training Act (CETA) grant is paying for a physical training program for women seeking employment in the steel industry. Federal Courts have ordered that 20% of the steel industry's entry-level production and maintenance jobs be filled with women. The positions were not easily filled because of the heavy physical labor required. The Greater Pittsburgh Young Women's Christian Association runs the course which provides physical training for underemployed or unemployed women. About 25 Allegheny County women ranging in age from 19 to 40 are taking the course. The course lasts 14 weeks, and training sessions meet 3 mornings a week. Pay during the training period is \$2.50 per hour. Enrollment in the program is not guarantee that the student will get a job. However, out of 12 women who have completed the course, 11 are working for U.S. Steel Corporation. The steel companies do not provide such training, but the attitude is that if the women are trained they will be hired.

Schustereit, Roger C., "Feeling Secure in an Employment Interview," Phi Delta Kappan, v61 n6, p.403-05, Feb. 1980.
EJ 215960 EA 512349

Summarizes relevant statutes, court cases, and guidelines in an effort to provide interviewers with information to make them confident that they are not violating the rights of those being interviewed.

Scott, Maria Crawford, "Women in the Pension Industry Reflect on the Changing Attitudes," Pensions & Investments, v6n21, 19-20, Oct. 9, 1978.
ID No: 78016820

The job situation for women in the pension industry today has improved. Although women have a long way to go, the financial community is opening up with many changes. There are noticeably more women in the field, and the gap is closing on compensation, too. The ground has been broken by a few older women in the business. Younger women, raised in an era when attitudes have changed, have less of a problem. One of the biggest problems for women is not being equipped to deal with the outside world. They have to force themselves to speak at meetings, and they find it difficult to get their views across. They are not trained to take the next step. Women are allowed in the club and do not have to go in the side entrance anymore. They are allowed in the dining room and policies are changing. There is the question of social mores. Men are put in a learning position are expected to succeed, while women are expected to fall flat on their faces. Some clients do not want to deal with women, and some women are hired to meet a quota. However, the female community is getting bigger, and the problems are becoming smaller.

Segal, David R.; And Others, "Military Service for Female and Black Youth: A Perceived Mobility Opportunity," Youth and Society, v10 n2, p127-34, Dec. 1978.
EJ 197325 UD 506795

Data suggest that military service is viewed as a potential mobility channel by women and Blacks. Among high school seniors, White females perceived the opportunities for advancement to more responsible positions more positively than Black males. The most positive views of opportunities in the military.

"Sex Discrimination and Employee Benefits," EEO Today, v5n1, p.25-30, Spring, 1978.
ID No: 78009283

Reviewing two key maternity leave decisions by the Supreme Court, "Gilbert" and "Satty", descriptions of the types of discrimination they allow or do not allow are compared. Gilbert was the decision by the Court in 1976 to allow private employers to exclude from their employee benefits coverage for maternity benefits. The EEOC and women's activist groups are proceeding to rewrite the EEO guidelines and lobbying for new laws to reverse effectively the Gilbert decision and cover such maternity cases. Satty evolved when a Nashville employer refused to continue seniority to women returning from maternity leave. The Supreme Court held this action to be an unlawful discrimination and struck down that employment practice. Satty gives impetus to enforcement of the EEOC fringe benefits guidelines for equality between the sexes.

"Sexual Harassment and Title VII: The Foundation for the Elimination of Sexual Cooperation as an Employment Condition," Michigan Law Review, v76n6, 1007-1035, May 1978.
ID No: 79008976

The first Title VII case involving sexual harassment as a primary issue came 10 years after the enactment of the law. Though alternate remedies are available based upon federal or state laws, Title VII provides the most direct and specific remedy for sexual harassment within the employment context. For purposes of Title VII, an "employer" is a person engaged in an industry affecting commerce and any agent of such a person, but the term does not include the United States. The courts have taken divergent positions on 3 legal issues: 1. whether sexual harassment constitutes discrimination on the basis of sex, 2. whether a plaintiff must show that there is an employer policy of harassment, and 3. the extent to which a supervisor's actions can be attributed to the employer. The latest case on this issue is *Tomkins v. Public Service Electric & Gas Co.*, in which an appeals court reversed the district court opinion that no claim of sex discrimination existed when a female employee's continued employment was conditioned on submission to the sexual advances of a male supervisor.

Shapiro, Jon E.; Dank, Herb, "The Feminized School: A Status Report," Education, v100 n3, p254-59, Spring, 1980.
EJ 224223 RC 503771

The Northwest United States employs significantly more males as elementary school teachers than does any other region in the country. Nationwide, significantly more males are employed as intermediate than primary teachers. Elementary schools remain largely feminine institutions and more balance in staffing is needed.

Shaw, Jane S.; Canape, Charlene, "The Need for a Unisex Approach to Genetic Risks," Business Week, n2572 46B, Feb. 12, 1979.
ID No: 79003798

Threats to the human reproductive system could be the single most difficult physical danger to eliminate within the work environment. There is strong evidence that a great number of industrial substances can damage a fetus. Some companies have responded to this information by excluding women of childbearing age from the plant area, but many women see this step as sex discrimination because they may often lose out on the best-paying jobs in their respective companies. Regarding genetic hazards, there is some discussion that women may be no more vulnerable than men. Some women have even resorted to sterilization in order to satisfy their companies' reservations about the possibility of liability to unborn children. The federal agencies responsible for overseeing both job safety and equal employment rights have so far given no clear guidelines on the practice of excluding women from potentially dangerous work areas. Still, there is indication that the companies should consider alternatives to banishment of women and that they

should put more emphasis on cleaning up the workplace so that it is safe. What may eventually change the entire procedure is the evidence that the risk to an unborn child is just as great if the father is exposed to such conditions. Recent medical research has found some trace of just that risk. Job placement may eventually have to be based to an extent on the employee's physical condition and his or her intentions concerning parenthood.

Sherman, Mitchell, "Equal Employment Opportunity: Legal Issues and Societal Consequences," Public Personnel Mgmt, v7n2, p127-134, March-Apr. 1978.
ID No: 78007716

In reviewing and interpreting the legal issues which have led to present Affirmative Action Programs, it was found that they do not accurately reflect the original intent of Congress as expressed in the Civil Rights Act of 1964. Evidence indicates that Affirmative Action programs have not been effective in aiding the most needy groups, particularly young blacks. Major trends for black male and female workers have been upward in terms of education, occupational position, and income. The impact of preferential treatment is expected to continue for the life cycle of at least a generation. Study results indicate significant polarization of attitudes, shifts towards decreased interest in equality reported by Caucasians, and tremendously increased prejudices. Both blacks and whites viewed each other as receiving preferential treatment. Because different cultures possess different needs which require different organizational forms, there exist a need for further study, examination, and understanding.

Shulenburg, David; Whitely, William, "The Income Consequences of the All-Doctorate Marriage," Research in Higher Education, v10 n2, p173-88, 1979.
EJ 199823 HE 511161

Income levels and percentage change in 1971-1975 income were regressed on personal and institutional variables for husband and wife doctorates holding full-time academic positions. Composite results indicate, among other things, a negative relationship between income for one spouse and the perceived opportunities for employment of the other spouse.

Silverstone, Rosalie, "How the Law Put an End to the Dolly Bird Ads," Personnel Mgmt. (UK) v10n8, 25-27,35, Aug. 1978.
ID No: 78014006

An analysis of British newspaper advertisements for secretaries from 1950 onwards shows the changes in ad style and content since the Sex Discrimination Act was implemented. Of the 2 newspapers studied in the London area, "The Times" showed a dramatic increase in secretarial ads after 1965, while the "Evening Standard" increased ads steadily over the period from 1950. The increases implied: 1. an effort by the newspapers to attract such ads, 2. increasing activity of employment agencies, and 3. a growing demand for secretaries. There was an obvious diminution in the use of words related to personality, behavior, and physical attributes. Other trends having implications for secretarial jobs have since emerged: 1. greater emphasis on language requirements, 2. minimum age specifications, and 3. professionalism. Job advertisements for secretaries have responded to: 1. social change, 2. newspaper policy, 3. the activities of employment agencies, and 4. the economic climate and legislation.

Simeral, Margaret H., "The Impact of the Public Employment Program on Sex-Related Wage Differentials," Industrial & Labor Relations Review, v31n4, p509-519. July, 1978.
ID No: 78012271

The potential of women improving their employment status through public service is examined through the Public Employment Program (PEP) and reveals that wage differentials by sex were smaller within the program than before and after the program. In PEP, the wage determination process standardized wages for individual characteristics more than in unsubsidized employment, but the evaluation of job requirements that determine occupational distribution still favored males. A close analysis revealed that PEP jobs were more sex-typed than pre-PEP jobs, although the wage differential by sex was smaller. The fact that sex status in employment gains within PEP cannot readily be transferred to the open job market casts serious doubt on the ability of a temporary public service employment program to improve the status of women.

Simmons, Charles E.P., "Women's Colleges: A New Agenda," Educational Record, 59, 2, 176-82, 1978.
EJ 185055 HE 510233

The role of a women's college is addressed in terms of institutional environment, student motivation, career aspiration, noncurricular activities, counseling and other student services, and breaking sex stereotyping of men as well as women.

Simmons, Judy, "Struggle for the Executive Suite: Blacks vs. White Women," Black Enterprise, v11n2, p24-27, Sept. 1980.
ID No: 80016271

Although the federal government has not fully or consistently monitored affirmative action gains, some statistics seem to support the contention that white women are winning the race over black men and women into the corporate executive suite. According to figures from the Equal Employment Opportunity Commission, white women increased their share of managerial positions by 3.6 percentage points to 15.5% between 1974 and 1978. However, blacks increased their share only 8/10 of a point to 3.7% during the same period. In a recent survey by Heidrick and Struggles regarding corporate personnel officers' approval of company affirmative action goals, respondents' attitudes reflected a deep-rooted inability to confront the reality of racial and sexual discrimination. In order to get their fair share, blacks can help preserve the affirmative action machinery by protecting it from legislative destruction. On an individual and intracompany level, blacks can seek opportunities to press their advantage.

Sirota, Michael L., "Sex Discrimination - Title VII and the Bona Fide Occupational Qualification," Texas Law Review, v55 n6, P1025-1072, June, 1977.
ID No: 77018027

Since the Bona Fide Occupational Qualification (BFOQ) is a justification for sex discrimination, it need not be raised as a defense until a court has found the existence of discrimination. No Title VII violation exists, however, if an employer discriminates among members of the same sex within a subclass created by the existence of a BFOQ. Once a court determines that sex discrimination has occurred, it applies one of several tests to decide whether a BFOQ justifies the discrimination. The weeks 'all or substantially all' test permits generalizations based on traditional notions about the sexes. The Diaz 'essence test' is the narrowest, since a court permits discrimination only if to do otherwise would totally disrupt the business operation. The Rosenfeld test permits a BFOQ only if unique sexual characteristics are necessary for successful job performance. This standard appears most consistent with the Title VII prohibition of classifications based on unique sexual characteristics.

Smith, Bonnie H., "Changing Horizons for Women in Credit," Credit World, v68n4, p16-18, Feb/Mar, 1980.
ID No: 80008957

Women have become an integral part of the consumer credit industry, and they are showing that they can manage 2 jobs, one in business employment and the other in managing the home. Today's woman is also fighting for equal employment opportunity, equal rights, equal pay, and equal promotion opportunities. In the credit industry as in other segments of US business, the working woman must establish and work to achieve her own set of goals. To attain them, she must: 1. be knowledgeable about her own field and others that affect her job, 2. take advantage of helping to teach young people in high school and college, thus becoming better known in the community, 3. become known as efficient, kind, and courteous, and 4. learn the value of leadership and enthusiasm. No woman can move forward without continuing education, and women in the credit industry must be prepared with knowledge to cope with the many changes that are part of the current business environment.

Smith, Catherine Begnoche, "Influence of Internal Opportunity Structure and Sex of Worker on Turnover Patterns." Administrative Science Quarterly, v24 n3, p362-81, Sept., 1979.
EJ 207962 EA 511627

Identifies the quitting and replacement patterns of some occupations in a state civil service in order to examine the relevance both of structural limits on advancement opportunity and of worker characteristics on such patterns and the long-term effects of such patterns on the distribution of men and women.

Smith, James P., "The Improving economic status of black Americans,"
American Economic Review, v68n2, p.171-178, May, 1978.
ID No: 78011149

Increased congruency in education and the narrowing of between-region racial wage differentials explain the relative improvement of black workers' wages observed during the 1960s and the recent improvement among black males. Affirmative action programs did not significantly contribute to rising relative wages of black males. The primary beneficiary of affirmative action was the black woman. The relative rise in black female wages can be attributed to the elimination of domestic services as their primary occupation, the adoption of full-time jobs, and the increase in participation rates. Black males and females are not relegated to dead-end jobs with little career growth potential. Blacks have become more similar to whites in marketable skills than were their black predecessors.

Smith, Lee, "The EEOC's Bold Foray into Job Evaluation," Fortune v98n5,
p58-60,64, Sept. 11, 1978.
ID No: 78014054

The EEOC is attacking the traditional supply and demand method of setting pay scales. It insists that since women have traditionally held lower jobs, the jobs' salaries need to be increased to equal men's salaries whether the jobs are equal or not. The commission is promoting a concept of "equal pay for work of equal value." EEOC is attempting to change the system by developing a job evaluation method that will be universally applicable. The National Academy of Sciences has a contract to study whether it is feasible and desirable to develop job-evaluation methods that are "fair, objective, comprehensive, and bias-free." The decision will be based not on detached reasoning, free of cultural and historical influences, but on judgment. The academy's report could form the base upon which the EEOC can create guidelines on job evaluation.

Smith, Mary Lee; And Others, "Counselor "Discrimination" Based on Client Sex: Reply to Donahue and Costar. Journal of Counseling Psychology, v26 n3,
p270-77, May, 1979.
EJ 223143 CG 518324

Discusses research project by Donahue and Costar suggesting counselors evaluate and remedy bias toward women. Comments on possible problems with research imply the recommendation is unwarranted. Researcher maintains bias exists in career counseling.

Somers, Patricia A.; Clementson-Mohr, Judith, "Sexual Extortion in the Workplace," Personnel Administrator, v24n4, p23-28, April 1979.
ID No: 79007097

According to 3 recent surveys, sexual abuse in the workplace is widespread and includes: 1. verbal abuse, 2. sexist remarks, 3. patting or pinching, 4. leering or ogling, 5. demand for sexual favors, 6. physical assault, and 7. rape. Sexual harassment is not directed at any single occupational

group, although women in low-paying positions seem more vulnerable. Sexual harassment also occurs during the hiring process and has become an employment hazard of great significance to most American working women. If the harassment is to be successfully attacked, a confrontation must occur at several levels: 1. individual, 2. institutional, 3. cultural, and 4. legal. Several lawsuits have been filed claiming that sexual coercion on the job constitutes sex discrimination as defined in Title VII. Although the Supreme Court must ultimately decide the applicability of Title VII, it remains the primary legal remedy for victims of sexual abuse on the job. While unstated, sexual harassment may be the primary reason that most women leave their jobs.

Spitze, Glenna D., "Role Experiences of Young Women: A Longitudinal Test of the Role Hiatus Hypothesis," Journal of Marriage and the Family, 40, 3, 471-9, 1978.
EJ 186478 CG 514835

Data from National Longitudinal Study of Education and Labor Market Experiences of Young Women tested effect of three types of "role hiatus experiences" on taste for paid employment and on sex role beliefs. Experiences of employment, occupational training, and college attendance altered tastes for employment, but not sex role attitudes.

Squires, Gregory D., "Rising Above the Numbers Game: Long-term Solutions to Discrimination," Civil Rights Digest, 10, 4, p28-34, 1978.
EJ 189752 UD 506501

The status of minorities and women can be marginally improved if the government implements more effective enforcement procedures and if more employers are persuaded to implement voluntarily affirmative action programs. But to realize long-term improvements, we must examine the assumptions on which affirmative action was founded.

Stake, Jayne E.; Levitz, Ellen, "Career Goals of College Women and Men and Perceived Achievement-Related Encouragement," Psychology of Women Quarterly, v4 n2, p151-58, Winter, 1979.
EJ217274 CG 517453

Encouragements and discouragements for achievement-related behavior were reported. Career women reported significantly more encouragement from teachers, family members (except parents), and significant others of the opposite sex. Career men reported more encouragement from parents; however, these differences were not significant.

Stead, Bette A., "The National Secretarial Shortage: A Management Concern," MSU Business Topics, v28n1, p43-47, Winter 1980.
ID No: 80005618

The US Department of Labor estimates that of the 295,000 secretarial jobs expected to open up between 1978 and 1985, a total of 59,000 will not be filled. This represents a 20% shortage. Three secretarial problems seem

prevalent: 1. low salaries, 2. lack of career paths, and 3. unprofessional treatment. It appears that for the role of secretary to serve as a career path to management, it would have to be desexed. It would also need to be a role that men would accept. Currently, the roles of secretary, nurse, and elementary school teacher have become labeled as feminine. Role models are strong devices for changing attitudes. A few male secretaries can be found, and if they, as well as successful businessmen who began their careers as secretaries, were brought to the attention of students and employee groups a large step could be made toward changing attitudes. Another useful panel might be discussions by successful male and female secretaries of the necessary professional characteristics for the starting secretary. A third kind of panel could combine secretaries and executives discussing the role of secretary as a management training ground in which the secretary's sex has no function. In the end, the rewards to secretaries of having male colleagues will be higher salaries, more status, and increased upward mobility.

Stead, Bette Ann, "Why help women into careers?" Vital Speeches, v44n5, p157-160, Dec. 15, 1977.
ID No: 78003051

A majority of women work because of economic need. Only 4% of all husband-wife families had incomes below \$5,000 in 1974 when the wife was a worker compared to 15% when she was not. There were 19.8 million married women in the labor force in 1973, and the number of unemployed men was 2.5 million. Therefore, if all the women stayed home, there would be millions of jobs that would go begging. A differential between earnings exists between men and women even after adjustments for education, etc. Nine out of 10 women in school today will work outside of the home at some point in their lives. The average woman worker has a work-life expectancy of 25 years. Among all families, one out of 5 is headed by a woman, and by 1980, the figure is expected to be one out of 4.

Stead, Bette Ann, "Women and Men in Management," Vital Speeches, v46n1, 10-16, Oct. 15, 1979.
ID No: 79019730

As more women are entering the workforce in management positions, it is important that men and women learn to get along with one another in the workplace. They need to gain a better understanding of one another's problems. There are things that women need to know to get into management. Women must recognize that there is an informal system, and progression into management depends on entry into that system. Success depends on the ability to stay in and use the system. Strategies for dealing with the informal system include: 1. take opportunities for conversation, 2. get to know the people in the organization, 3. develop a system of communication, 4. learn the team approach, 5. avoid bitterness, and 6. let people know your professional aspirations and what you have done to qualify for them. Men also need to change their attitudes and practices toward women in management. Qualified female management candidates may be found in clerical positions of the company or through women's business and professional organizations.

Stent, Angela, "Academe's New Girl Network," Change, 10, 6, 18-21, 1978.
EJ 181856 HE 510096

A "networking" processing pioneered by the Committee for the Concerns of Women in New England Colleges and Universities, which is establishing a New Girl network to compete with and eventually mesh with the Old Boy system, is described. Lobbying and conference efforts of HERS (Higher Education Resource Services) are reported.

St. John, Jacqueline D., "Women and Work-An Historical Perspective," Vital Speeches, v45n22, pp.691-694, Sept. 1, 1979.
ID No: 79017326

The increasing entry of women into the American labor force is a social resolution which is unparalleled and which is changing expectations and perceptions of working women on economic, political, and social levels. In the history of the US, women have always worked. Furthermore, their work has been dual in nature. They have had primary responsibility for running the home, but their productivity, inside and outside the home, has been undervalued and ignored. Sex discrimination has been and continues to be a reality for working women. To fight this discrimination, women have joined labor unions, but this was difficult as women have found it hard to organize female workers. The history of women's involvement with unions is characterized by continued discrimination and sex-role stereotyping. Union women have organized now to form the Coalition of Labor Union Women, and they are urging women to expand their policy-making roles in unions.

Stone, Jack, "Survey Data Reveals Strong Bias in DP Management," Computer-world, v11 n11, p19, Mar, 14, 1977.
ID No: 77005289

Results from a survey on Sex Bias in DP Centers reveals that a strong bias indeed exists in DP management. Selected comments from readers regarding women in DP management include - 1. 'I have personally found that - women are somewhat suspect until they prove themselves, if a woman is determined she can get into management, A number of women refuse to accept 'nonfemale' jobs and work at not succeeding'. 'It takes extra inner strength to be different and to be an aggressive female'. 2. 'All of our management and programming positions are held by men. Despite the affirmative action rules, the old attitudes toward women prevail'. 3. 'I have had to fight against the feelings of some of our staff that I should do our secretary's job when she is absent, simply because I am a women.' 4. Older management continues to display a lack of understanding - If we can't call them girls, what should we call them - boys.'

Tallent, Stephen E., "A Legal Perspective on the Bakke Decision," Personnel Jrnl. v58n5, pp.296-302,325, May 1979.
ID No: 79009554

The Bakke decision has far reaching implications for all personnel professionals. Personnel must fully understand the case's long-term implications in order to make more informed Equal Employment Opportunity

decisions. While Bakke has not solved the problems of race, discrimination, or reverse discrimination, it has at least demonstrated that the Supreme Court appreciates the problem. The main issues of the case were the use of racial distinctions for a worthy reason and the impact of past nondiscrimination legislation. However, the use of phrases such as "reverse discrimination," "equality," and "affirmative action," do little to contribute to the sensible solution of the existing problems. Only the continuous application of careful judgment and good will to the end of eradicating employment discrimination will ever achieve this goal. Only the careful acts of growing numbers of persons who have no part of past discriminatory practices will lead to the ultimate solution of the problem.

Taylor, Marcia W.; And Others, "The New Women Senior Federal Career Executives: A Profile." Cross Reference: A Journal of Public Policy and Multicultural Education, v1 n6, p470-80, Nov.-Dec., 1978.
EJ 198983 UD 506882

Women who were selected for the Congressional Fellowship Program from 1961 through 1975 were studied in order to determine the characteristics of female federal bureaucrats. Successful female bureaucrats were found to closely resemble their male counterparts, an exception being that the former are most likely to support unionization.

Tell, Lawrence J., "EEOC's Secret Struggle With Sears," Business & Society Review, n30, 29-34, Summer, 1979.
ID No: 79018066

The Equal Employment Opportunity Commission (EEOC) is considering legal action against the nation's biggest retailer, Sears, Roebuck and Co. because it believes that Sears' employment practices violate Title VII of the 1964 Civil Rights Act. EEOC's 1977 findings have been kept secret under a court order obtained by Sears. Areas where Sears was found to be in violation were recruitment, selection and hiring, and promotion of women and minorities. In January, Sears attempted to cross-file a suit against 10 federal agencies, including the EEOC. The suit alleged that conflicting federal policies and poor statistical data caused the firm's lack of compliance with EEO laws. The suit has since been dismissed in federal court. Sears has for the last 6 years used several tactics to block access to its employment data. These actions include: 1. a suit to block EEOC's disclosure of employment data to people filing complaints against the firm, 2. blockage of EEOC from releasing its 1977 finding of "reasonable cause," 3. a suit to prevent the General Services Administration from releasing Sears' affirmative action plan and work force statistics for Sears Tower in Chicago, 4. a challenge to a 1974 US Commission on Civil Rights subpoena of company officials and documents, and 5. the initial opposition followed by a settlement with a group of shareholders seeking to place a disclosure question on Sears' 1975 annual meeting agenda.

Terborg, James R., "Women in Management Research," Journal of Applied Psychology, v62n6, p647-664, Dec. 1977.
ID No: 78000042

The literature on women in management with attention to the entry of women into business and factors influencing the socialization of women once they have gained entry is reviewed. The data suggest that women's self-perceptions and pressures by vocational counselors serve to inhibit decisions for management careers. Stereotypes as valid explanations for hiring discrimination are questioned, and alternate explanations are provided. Socialization of women in management is reviewed according to a 3-stage developmental model that begins with newcomer initiation to social and technological demands of the job and ends with problems experienced by women incumbents. Although the general pattern of results suggests that women are being given increasing opportunities, evidence of both overt and subtler forms of discrimination continues to be reported. Barriers such as increased role conflict are evident.

Tesar, Jenny, "Finding Promotable Women," Banking, v69n12, p41-42,44, Dec. 1977.
ID No: 78002584

Virginia National Bankshares has established a new and successful program for promoting women to management positions in the bank. The Female Advisory Committee (FAC) was formed with 8 women from throughout the state to interview all female management candidates and officers at the bank and to assess the career aspirations survey they were asked to complete. The major problems were found to be misconceptions about women, women's lack of management skills, and their lack of lending experience. To remedy the lack of lending experience, women bank trainees were rotated in jobs throughout the major credit areas. Experiences will be gained in branch management, credit department, commercial lending, mortgage lending, etc. Other efforts include allocating \$10,000 to educating women employees and the continued commitment of senior managers to Affirmative Action.

Thackray, John, "The Feminist Manager," Management Today, 90-97, 150-152, April, 1979.
ID No: 79008784

As the feminist movement as a whole is faltering, so are the gains women have made in the past decade in the ranks of upper management of U.S. corporations. While the percentage of women in this area is much higher than it was in 1964, it is still far below the proportion of women in the whole population or in the workforce. Some companies have been overtly or covertly obstructive of equal opportunity. Others have been accused of hiring women as "window dressing" to demonstrate compliance with the federal laws. In the 25% of the large companies which have female directors, some hold family-related posts, and for others, the positions are more symbolic than real. The corporation has significant problems of its own—its legitimacy, its survival, and its traditional values are threatened. Yet women need more than the token gestures offered so far.

"The Dilemma of Regulating Reproductive Risks," Business Week, N2498, p76-82, Aug. 29, 1977.
ID No: 77013439

Management is finding that the basic problem of reproductive risks is both expensive and complicated by a job-discrimination issue rich in Catch-22 possibilities. Union grievances presently accuse GM of violating the Civil Rights Act and, simultaneously, of exposing men to potential danger to their reproductive tracts. Dow Chemical Co. has suspended production and sale of Dibromochloropropane, suspected of causing sterility among males. Women have been trying unsuccessfully to get OSHA, the Labor Dept. and the Equal-Employment-Opportunity-Commission to write a joint advisory opinion on discriminatory practices in hiring in the Rubber Industry. Lead and Radiation are 2 major concerns of OSHA. Because standards are in a state of flux, even strict compliance with government rules offers no sure protection to companies. An emergency move is under way to speed research on reproductive risks.

"The EEOC Retreats After A Seniority Ruling," Business Week, n2488, Ju, p28-30, June 20, 1977.
ID No: 77009506

Eleanor Holmes Norton (new Chairman of the Equal Employment Opportunity Commission) and her colleagues, both inside government and out, are trying to assess the impact of a set of Supreme Court cases last week. At the very least, the cases overturn some 30 lower court decisions that had permitted minorities and such agencies as the EEOC to attack seniority systems as illegal if they locked racial minorities and women into a lower paying job specialization, while white males moved up a better paying, separate seniority ladder. At the most, the ruling could weaken the whole 'pattern and practice' approach of the EEOC, which has been its major weapon for forcing companywide or plantwide agreements to give minorities back pay and access to better jobs. In such 'pattern' cases, it only had to be proved that statistics exists to show that seniority resulted in discrimination. Now discriminatory intent must be proved.

"The Handicapped Test Their Rights in Court," Business Week, n2637 (Industrial Edition) 142B, 142G, May 19, 1980.
ID No: 80009898

The handicapped were given protection against job discrimination by the 1973 Rehabilitation Act, but the question now is whether or not Congress intended to allow a handicapped individual claiming unfair treatment to take a company to court; the Supreme Court will be asked this month whether an individual's suit may go to trial. Individuals who feel that they have been discriminated against because of illnesses, infirmities, or medical histories can take their complaints to the Labor Dept., which works out a voluntary compromise when possible and brings formal suits under its internal trial procedure in very few cases; the Labor Dept. tries to negotiate jobs and back pay for workers, but its ultimate authority is to take away a firm's government business. Courts generally agree that a private right of action exists under the Act's provision covering programs paid for with federal funds, but are split on whether the same rules apply to the job portion of the Act. A decision on this question will determine the number of cases brought; a private right of action would stimulate a lot of gray-area disputes into litigation.

"The Specialized Recruiter," Business Week, n2600-Industrial, p.124,130
Aug. 27, 1979.
ID No: 79015221

The federal government is exerting pressure on business not only to hire and promote minority workers but also to do so for women, thus producing what may be the "ultimate in headhunter specialists: agencies that concentrate on minority white collar women." These agencies are confronted with a problem: although the Equal Employment Opportunity Commission (EEOC) and other federal agencies are trying to align percentages of women and minorities in various job categories, the pool of such workers that are experienced and well educated is far too small. Even those minority women that are qualified seldom slip easily into the available jobs, and they still face discrimination and social barriers. However, employers who have used the specialized employment agencies seem well satisfied with their services, and these agencies strive to keep in contact with the women whom they have placed. The Women who owe their jobs to the agencies are appreciative but look forward to the day when there will be no need for agencies catering to minority women.

"The velvet ghetto," of affirmative action, Business Week, n2533, 122,
May 8, 1978.
ID No: 78006736

The "Velvet ghetto" refers to an increasing number of corporate public relations (PR) departments which are loaded with women by firms to compensate for the scarcity of women in other professional or managerial capacities which would lead more directly to top management. Since most companies, federal contractors in particular, are required by law to set goals for increasing the number of women and minorities in a number of job categories, most find it possible to play the numbers game with this requirement by filling PR departments with women. In fact, it is estimated that over the next 20 years, more than half of the PR force may well be women. Because the availability of such jobs is on the increase, PR women are readily available to fill them, realizing their chances are good in this phase. Women are keenly aware that they threaten no one in such positions, for by being in PR, they are not in competition for upper management positions.

"The 64th Session of the International Labour Conference, June 1978," International Labour Review, v117n6, pp.657-674, Nov./Dec. 1978.
ID No: 79001887

In addition to the regular reports, the 64th Session of the International Labour Conference adopted new standards concerning the role, functions and organization of labor administration. The need for participative, democratic forms of labor administration in which the government, employers, and unions work together to establish and implement labor policy was reiterated. The Conference also established new guidelines for freedom of association and procedures for determining conditions of employment in public service. A discussion was held on several new aspects of dockworker

protection which included health safeguards, provision of personal protective equipment, and employer obligations. The Conference also considered the need to improve road safety and to ensure adequate social protection of road transport workers. The Director-General spoke of the challenge of providing jobs for everyone including youth, equal opportunity for men and women, and an end to discrimination.

Thein, Mya Mya, "Women Scientists and Engineers in Burma," Impact of Science on Society, v30 n1, p.15-22, Jan.-Mar., 1980.
EJ 226346 SE 527450

Describes the role of women in Burmese society and the quality of women within the scientific community. Data are given on the numbers of students in Burmese professional schools and the distribution of sexes among the teaching staff of the science departments of the Arts and Sciences University in Rangoon.

Thomas, Patricia J.; Durning, Kathleen P., "The Young Navy Woman: Her Work and Role Orientation." Youth and Society, v10 n2, p.135-58, Dec. 1978.
EJ 197326 UD 506796

Data indicate that young women and men entering the Navy come from similar backgrounds and join for the same reasons: the desire to make something of their lives, to gain more education or training, and to travel and meet people.

Thompson, Barbara, "Moving Beyond the Barriers of Curtailment," Educational Horizons, v57 n2, p.66-70, Winter 1978.
EJ 204124 AA 529787

Wisconsin's State Superintendent of Public Instruction urges both males and females to help develop attitudes that will stimulate confidence, positive self-images, and encouragement for women who should be advancing to higher levels in educational administration. Part of a theme issue on women and leadership.

Thompson, Donald B., "Growing Threat To Federal Contracts," Industry Week, v194 n5, p.24-25, Aug. 29, 1977.
ID No: 77013622

Labor Secretary Ray Marshall is actively debarring companies that do not have active affirmative-action programs for minorities, women, and the handicapped from getting federal contracts. In the past, such companies have usually been small. But recently Ingersoll Milling Machine Co. was debarred. The Company had no acceptable hiring plans for women and minorities and refused to let the Defense Dept. examine its personnel records. More debarments may be coming in the near future as complaints have been brought against TWA, United Airlines, and Loffland Brothers. The Construction Industry will next come under scrutiny for not hiring enough women. The Equal-Employment-Opportunity-Commission is also being revamped to make case processing faster. Its representatives are meeting with workers and employers to get them to work out their differences before legal action becomes necessary.

Thompson, Theodis, "Public Policy and Affirmative Action in Public Health," Urban League Review, v4 n1 p.8-15, Summer, 1979.
EJ 217148 UD 507605

Assessment of employment trends for minorities and women in health care settings supports the hypothesis that discriminatory employment practices, particularly in the government sector, are directly related to the health status of racial/ethnic minorities. It is therefore important that minorities be given jobs in policymaking positions in health care.

Thomsen, David J., "Eliminating Pay Discrimination Caused by Job Evaluation," Personnel, v55n5, p.11-22, Sept.-Oct. 1978.
ID No: 78018377

The EEOC has recently begun to pay more attention to the relationship between an organization's job evaluation system and pay discrimination. The reason for the increased attention is that in recent class action suits the courts have ruled that when seniority systems perpetuate but do not originate discrimination, they may continue to be used. This ruling thus allows seniority systems and consequently, discrimination, to continue. Many companies discriminate in salaries through their use of point-factor systems which are inequitable in their positioning for exempt and non-exempt jobs. Some companies use a benchmarking approach that establishes pay rates on the basis of survey data for similar positions at other organizations. Some companies further discriminate by using more than one job evaluation system. Criteria suggested for attaining the goal of a sound, equitable job evaluation system include: 1. adopting a job evaluation system that ties into performance appraisals, 2. selecting factors that match company objectives and environment, 3. using only one job evaluation plan, and 4. periodically validating the system through audit checks.

Thornton, Arland; Freedman, Deborah, "Changes in the Sex Role Attitudes of Women, 1962-1977: Evidence from a Panel Study," American Sociological Review, v44 n5, p831-42, Oct. 1979.
EJ 215302 UD 507566

This paper documents the shift women have made towards more egalitarian sex role attitudes. Younger women, those with more education, those with better educated husbands, and those working at the start of the study, were found to be more likely than others to adopt egalitarian attitudes.

Tinker, Irene, "Women, Technology, and Poverty: Some Special Issues," Social Education, v43 n6, p.444-45, Oct. 1979.
EJ 208587 SO 507473

Discusses problems that technological innovations have brought to women, particularly in developing countries. Women must be able to buy and control new technologies in order to benefit from them.

"Tips for Upwardly Mobile Women in Management," Manage, v30n3, 10-11, May-June, 1978.

ID No: 78010148

The five job categories where there has been the greatest increase in female management hiring over the past year are: 1. personnel, 2. sales 3. accounting, 4. data processing, and 5. engineering, in that order. A major finding of a recent survey was that more female executive and technical employees are being hired in every area of the country. However, many women are seeking employment in fields which are badly overcrowded. Women executives and technical employees do not have a totally realistic picture of the effect equal opportunity legislation has had on employers' practices, according to the survey. Women have been advised to prove their value to their employers and to be realistic as to the qualifications they bring to the interview, job, and promotions. While all minorities are being accepted on a preferential treatment basis, they are not being promoted on the same basis. For career advancement, careful planning is required; being optimistic yet realistic about employment opportunities can be critical.

Tkach, Harry, "The Female Executive," Managing, n1, 25-29, 1980

ID No: 80005026

According to a recent study by the Psychological Services of Pittsburgh, the distinctive qualities of managers have nothing to do with sex. Managers appear to be different from traditional men and women. It was found that there are few differences between men and women regarding abilities, interests, and temperaments. The study measured work values, personality, work motivation, and biographical data. The results pointed to one underlying key to being a successful manager: an interest in and ability to work with people. Some popular theories regarding women in business were contradicted. One of these is that men and women even differ on the interpretation of a job, with women seeing it as a means of survival and men seeing it as a set of responsibilities to be met. At the same time, women see careers as an opportunity for personal growth while men regard them as a progression of jobs leading up to recognition and reward. Women do not seem to regard reward as part of the career definition. Another theory contends that women unconsciously act like women in a working environment and then they are disgusted when they are treated as typical women workers. Women should assess their own skills for managerial type jobs, including their abilities to communicate, budget, and administer.

Tognoli, Jerome, "The Flight From Domestic Space: Men's Roles in the household," Family Coordinator, v28 n4, p599-607, Oct. 1979.

EJ 210571 CG 516942

The traditional division of labor in the household along sex lines establishes dichotomy for females and males resulting in some men's alienation from the intimacy of the house. This study traces the role of early childhood experiences in shaping this dichotomy and examines adult household patterns which maintain sex role division.

Touchton, Judith; Shavlick, Donna, "Challenging the Assumptions of Leadership: Women and Men of the Academy," New Directions for Higher Education, v6 n2, p95-106, 1978.
EJ 190761 HE 510595

Higher education systems must change to include women administrators, not only because it is right, but also because huge pools of creative and effective talent should not be passed over. Training programs, access, and advancement for women are reviewed.

Townson, Monica, "Equality of Opportunity for Women in the Federal Public Service," Labour Gazette, v77 n7, p309-312, July, 1977.
ID No: 77013444

The Public Service Commission in Canada has released its latest report with Labor Statistics. The results show the public service will have to try harder if it intends to meet the goals set by the minister responsible for the status of women. Over the past 5 years, the number of women in the Administrative Support Category has risen by 30 percent while the number of men has fallen by 25 percent. There appears to have been no progress at all in employing more women in the Scientific and Professional Occupational Category. More attention must be paid to affirmative-action programs if this problem is to be solved. Goals and quotas should be set to ensure that women are not excluded from the good jobs. On the brighter side, there is now a reasonably numerous population of qualified and available women from which future candidates for positions at all levels can be drawn.

Trinchese, Toni, "Success: The Way There Is More Fun than the Stay There," Educational Horizons, v57 n2, p71-76, Winter, 1978.
EJ 204125 AA 529788

The author notes that early sex stereotyping often prevents women from forming the aspirations and assertion skills necessary for occupational success. She describes how she escaped this conditioning and advanced herself by goal-setting and the help of role models. Part of a theme issue on women and leadership.

Tuckman, Barbara H.; Tuckman, Howard P., "Part-Timers, Sex Discrimination, and Career Choice at Two-Year Institutions: Further Findings from the AAUP Survey." Academe: Bulletin of the AAUP, v66 n2, p71-76, Mar. 1980.
EJ 221893 HE 512593

The question of whether sex discrimination exists among part-time faculty at two-year institutions is explored. There is evidence of differences in wages and salaries as well as in employment conditions between the two sexes. Findings of an American Association of University Professors survey are discussed.

Twinn, Bill, "The Discriminating Manager," Management Today, 65-66, 68, 70,
Nov. 1979.
ID No: 80001314

Employment surveys indicate that racial disadvantages in both recruitment and promotion and discrimination against women are still widespread in the UK. The last few years have produced much legislation against these practices, and managers must be aware of the varieties of discrimination covered since standard policies could save employers from lawsuits. Since an employee or prospective employee can claim discrimination over nearly every aspect of employment, the firm must ensure that discrimination is not taking place in practice. If an employer suspects that some action is required to avoid discrimination in his organization, he should: 1. design and publish an equal opportunities policy, 2. provide training programs for employees unable to take advantage of equal opportunities, 3. give guidance to employees about their responsibilities under the legislation, 4. analyze the composition of the workforce to identify possible areas of action, 5. introduce arrangements that suit women with domestic commitments, 6. ensure that recruitment literature contains illustrations of men, women, and racial minorities doing all types of jobs, and 7. encourage women and racial minorities to seek promotion.

"Uniform Selection Guidelines," EEO Today, v5n4, 271-288, Winter 1978-79.
ID No: 79003183

The core of federal EEO laws and regulations is employee selection. However, there has been considerable conflict in Congress, government agencies, and the courts concerning what is required and what is forbidden. This lack of specificity and consistency has been upsetting to employers who are attempting to comply with the laws. In 1978, the EEOC drafted new guidelines which will cover government and private sector employees. Women and racial and ethnic minorities are among the protected groups. The new EEOC guidelines cover nearly every phase of the employment decision, retention, licensing and certification, and selection for training and transfer. The basic concept of the EEOC guidelines is the elimination of non-merit barriers that impede the selection of the best people for the right jobs.

Van Alstyne, William, "Equality for Individuals or Equality for Groups. Implications of the Supreme Court Decision in the Manhart Case." AAUP Bulletin, 64, 3, p150-5, 1978.
EJ T870T7 HE 510403

In the Manhart case, female employees received the same retirement payments from the pension fund as males of the same seniority, age, and salary, but the women were required to contribute slightly more each month. The Supreme Court's ruling that this violated Title VII is applied to the similar situation with the TIAA-CREF pension.

"Veterans' Public Employment Preference As Sex Discrimination - Anthony V. Massachusetts and Branch V. DuBois," Harvard Law Review, v90 n4, p805-814, Feb. 1977.
ID No: 77005581

Veterans' public employment preference, which can be absolute or which take a more limited form such as a specified number of bonus points on examination sources, often has the effect of severely restricting public employment opportunities for women. In two recent cases, the Anthony and the DuBois cases, this discriminatory effect has been the basis of equal protection attacks on Veterans' preference systems. Both Anthony and Branch assumed that the Veterans' preferences were not intentionally discriminatory although their disproportionate impact was great and predictable. In *Washington v. Davis*, Legislative intent was the decisive issue in equal protection cases. In the absence of a classification drawn along lines calling for more than minimal constitutional scrutiny, plaintiffs, must now show that the legislature intended to disadvantage a group entitled to protection by a higher standard. Disproportionate impact can constitute strong evidence of intent.

Vickery, Clair; Swartz, Katherine; Bergmann, Barbara R., "Unemployment rate targets and anti-inflation policy as more women enter the workforce," American Economic Review. v68n2, 90-94, May 1978.
ID No: 78011137

Women's higher turnover rate in the labor force contributes little to the excess of women's unemployment rates over men's rates in recessionary periods, under the current conditions of occupational segregation by sex. Differences in voluntary turnover between women and men become increasingly important as a source of different unemployment rates between the sexes as the economy approaches full employment. But the effects on a "full-employment" target unemployment rate are slight. The fact that each successive female cohort is displaying an increased attachment to the labor force is increasing female participation. There should result a decline in the labor turnover among women on the average. Occupational segregation is causing women's unemployment rates to rise above those of men.

Walte, Linda J., "Projecting Female Labor Force Participation from Sex-Role Attitudes." Social Science Research, v7 n4, p299-318, Dec. 1978.
EJ 197343 UD 506813

The status of the housewife and mother roles may be declining as more women enter the labor force and birth rates continue to fall. Such change in sex-role attitudes could lead to increases in female labor force participation which are much larger than those projected.

Warihay, Philomena D., "The Climb to the Top: Is the Network the Route for Women? Personnel Administrator, v25 n4, p55-60, April, 1980.
EJ 221475 EA 512684

Although aspiring women managers can receive some developmental support from women in management positions, this support frequently needs to be augmented by that from human resources personnel and successful men.

Warner, Deborah Jean, "Women Astronomers," Natural History, v88 n5, p12-26, May, 1979.
EJ 202093 SE 524973

Traces the role of women in the scientific community in the United States since the mid-nineteenth century. Specific concern is directed towards the education and career opportunities of female astronomers.

Weaver, Charles N., "Sex Differences in the Determinants of Job Satisfaction," Academy of Mgmt. Journal, v21n2, p.265-274, June, 1978.
ID No: 78010101

It is believed that sex is not a crucial factor leading to differences in job satisfaction, but that other influences which covary with sex have suppressor effects or produce spuriousness in the sex-job satisfaction relationship. In this study, 3 replicate regressions of 3 independently drawn U.S. national samples reveal few significant sex differences among white workers for 13 reported determinants of job satisfaction when the effects of a number of other variables are held constant. Despite the fact of women's typically lower job prestige and wages, the absence of significant sex differences in the overall level of job satisfaction reported numerous national surveys is explained as the intervening influence of a discrepancy for employed women between the objective conditions and their subjective evaluations of work.

Weaver, Charles N., "The Irony of the Job Satisfaction of Females," Personnel Administrator, v24n5, p70-74, May, 1979.
ID No: 79015560

US Department of Labor statistics show that compared with men, female workers are severely discriminated against in terms of wages and occupations. Women are more likely to be clerical workers, but are less likely to be managers and administrators. Further, only one out of 7 women workers hold a blue-collar job, and they are not often employed in skilled craft positions. Twice as many women as men are service workers, such as maids. Since they are the object of intense discrimination, it would appear that women would be less job satisfied than men, however, studies do not support that contention. There seems to be a sharp sense of irony about the job satisfaction of females. Females express about the same degree of job satisfaction as males. The discouragingly slow rate of improvement in women's occupational status and wage representation in the US labor force seems to result not so much from inadequate laws against sex discrimination as from prejudices which create barriers to improvement. Like other minorities, women will have to wait for modification of attitudes to achieve equality, and this is an event unlikely to happen unless women continually press for their rights.

Wegener, Elaine, "Does Competitive Pay Discriminate?" Personnel Administrator, v25n5, p38-43, 66, May, 1980.
ID No: 80009669

A study conducted by the Committee on Occupational Classification and Analysis of the National Research Council, funded jointly by the Equal

Employment Opportunity Commission (EEOC) and the Department of Labor (DOL), will determine if females and minorities are being discriminated against by industry job evaluation systems. The authority for investigating this issue comes from EEOC's interpretation of a part of Title VII of the Civil Rights Act of 1964, prohibiting compensation discrimination. If the interpretation now being tested in the courts is upheld, equal pay opportunity for dissimilar jobs evaluated to be of comparable worth will be legally required by industry, and job evaluation systems will be investigated by EEOC and DOL. If the final National Research Council's (NRC) report concludes that present systems of evaluation are discriminatory, several possible approaches may be taken by the government. An unbiased system of job evaluation can be developed by the government, but this could take years and would be very expensive, and it is doubtful that one system for all companies will work successfully. The burden of proving a system non-discriminatory could be shifted to the employer, which is the basic approach used now in EEO. If new guidelines or regulations are developed by the government, employers will be faced with new problems, since guidelines are hard to interpret and expensive to implement.

Weinstein, Marc, "Women and Work." Occupational Outlook Quarterly, v23 n2, p24-26, Summer, 1979.
EJ 215590 CE 509094

Presents data from "Years for Decision 4," the latest in a series reporting results of the National Longitudinal Survey on young women and the work force, including information about education, employment, family status, attitudes, and career plans. Tells how to obtain various reports.

Weisberg, D. Kelly, "Women in Law School Teaching: Problems and Progress," Journal of Legal Education, v30 n1-2, p226-48, 1979.
EJ 199756 HE 511040

Reported is a survey undertaken to explore the recent progress and problems of women in the field of law school teaching. Focus is on distribution of women faculty among accredited law schools, professional rank, other academic positions, women deans or associate deans, and hiring and promotion problems.

Wells, Patricia A., "It's Still a Man's World," Management World, v8n4, 29-30 April 1979.
ID No: 79008198

According to an ongoing study at the University of Michigan, women, while on the job, spend less time at nonwork activities, expend more effort, and receive less pay than their male counterparts. Even as fulltime employees, women assume a disproportionate share of the household chores. Administrators expect different career/family priorities from men and women. They try harder to retain valuable male employees and are biased in favor of males in terms of promotions and career development. A list of recommendations that would accelerate women's full participation in the economy and society would include: 1. women being educated in the areas of future employment patterns within the marketplace, 2. men and women sharing

housework equally, 3. improvement in child care facilities, 4. re-examination of federal laws and regulations as they affect individuals and families, 5. elimination of sex related job barriers, 6. assured equal pay for equal work, and 7. adjustment of seniority that perpetuates past discrimination. These and other guidelines, once implemented, will insure that women will have the opportunity to participate in society to their full capacity.

Werneke, Diane, "The Economic Slowdown and Women's Employment Opportunities," International Labour Review, 117, 1, 37-52, 1978.
EJ 175179 CE 507274

Analyzes the effects of the recent recession and subsequent recovery on the position of women in the labor market in four European countries (Belgium, France, Sweden, United Kingdom), and specifically, ascertains whether in general women's job opportunities were more vulnerable to the fluctuations in economic activity than those of men.

Whalen, Garry M.; Rubin, Richard S., "Labor Relations and Affirmative Action - A Tug of War," Public Personnel Mgmt, v6 n3, p149-155, May-June 1977.
ID No: 77011579

A tug of war is developing between the new laws forbidding discrimination in employment and such long accepted labor union practices as seniority and fair representation. For instance, seniority provisions, long considered a mainstay of the union contract, can be construed as inhibiting women and minorities from advancing up the ladder. Nondiscrimination Laws intrude into the collective bargaining process because they essentially introduce another party into what was once a two party agreement. The whole contract that Labor and Management agree to may be declared invalid if it is found to be illegally discriminatory by an outside force. City wide or county wide seniority systems that appear to be valid may also tend to perpetuate discrimination. The courts have imposed extensive remedies to correct the discriminatory effects of seniority systems.

"What 1977 Holds for Key Labor Contracts," Association Mgmt, v29 n2, p59-61. Feb. 1977.
ID No: 77003491

Pay negotiations will probably result in 7-8 percent increases, nearly the 1976 amounts. Association executives should note growing pressure for maternity leave - paid leave - time, cost of living clauses, and job security. Shorter work time without a cut in pay, as found in the Ford, GM, and Chrysler agreements, may spread. There will also be renewed stress on job safety and Equal Rights Laws and Regulations. Labor will push to cut illegal aliens holding U.S. jobs, to increase worker fringe benefits, and to increase union members in the south. Contract negotiations affecting 4.7 million workers will occur this year. Congress will consider increasing the minimum wage to \$3 per hour, repealing right to work laws, and common site picketing. Carter opposes the repeal of Right to Work Laws, and he wants 'jawboning,' rather than federal intervention, with less unemployment.

Whitten, David, "Statistics and Title VII Proof: Prima Facie Case and Rebuttal," Houston Law Review, v15, p1030-53, 1978.
EJ 201629 HE 511202

The method and means by which statistics can raise a prima facie case of Title VII violation are analyzed. A standard is identified that can be applied to determine whether a statistical disparity is sufficient to shift the burden to the employer to rebut a prima facie case of discrimination.

"Why So Few Women Have Made it to the Top," Business Week, n2537, 99, 100, 102, June 5, 1978.
ID No: 78008865

Women have moved into many middle management jobs, but they have been slow to move into the top management of corporations. Women seem to move fastest in large corporations, and several companies, like ATT, have several women in upper middlelevel jobs ready to be promoted into top management. Women are often held back because they tend to specialize professionally rather than have managerial backgrounds or they do not have the right educational background. While top corporate women tend to be a varied lot, they do generally exhibit certain characteristics. They are competitive and hardworking by their own descriptions rather than aggressive, they tend to switch jobs less than their male counterparts, and few of them planned out their careers. Now, however, career planning is essential and women are becoming more assertive in the performance of their jobs.

Wicks, Jerry W.; Workman, Randy L., "Sex-Role Attitudes and the Anticipated Timing of the Initial Stages of Family Formation Among Catholic University Students," Journal of Marriage and the Family, 40, 3, 505-14, 1978.
EJ 186481 CG 514838

The extent to which sex-role attitudes influence events comprising the initial stages of family formation is tested using a sample of 194 white, never-married, Catholic, university students. The more traditional the respondent, the earlier marriage and the birth of the first child are planned.

Wilson, Marian L., "Career and Familial Attitudes of College Women Enrolled in Typical and Atypical Programs," Career Education Quarterly, v3 n2, p36-43, Spring, 1978.
EJ 215572 CE 509076

Women undergraduates in both traditional and nontraditional career fields were sampled to determine whether there were differences in their career and familial attitudes which might contribute to career success. Despite some differences, the majority lacked high career aspiration, indicating that role-value conflicts influence the career development process of women.

Wilson, Marian L, "College Women and the Cinderella Complex," Educational Horizons, 56, 3, 137-9, 1978.
EJ 182815 AA 528433

More than half of 225 college women who plan to combine marriage with a career anticipated no conflict between family and career. Author believes this attitude to be naive, and she states that both males and females need to be aware of the implications that two careers will have on their marriage and family responsibilities.

Wilson, Richard M.S., "The Jobmarket for Women," Journal of Enterprise Mgmt., v2n1, p91-95, 1979.
ID No: 80007318

Impressive figures illustrate the feature that very few women are found in managerial and professional occupations. In the context of professional affiliations/occupations, the small number of women is also apparent. A consideration of some of the problems women are confronted with when pursuing careers within formal organizations seems appropriate. A large number of studies have been done on the theme of "Women in Management," and the range includes: 1. women in industry, 2. women in business, 3. women in the professions, and 4. women in management. The aim of much of this literature is to offer a challenge to the male dominated world of management. Sex discrimination has been against the law in the UK since 1975 and since 1966 in the US; however, evidence indicates that equal opportunity for women has happened de facto regardless of the situation de jure. One of the fundamental barriers to equality is sex stereotyping, which includes the following assertions: 1. Women only work for pin-money. 2. Women fall apart in a crisis. 3. Women are not willing to travel extensively. Relatively little has been done to develop female managerial talent, but the proportion of women enrolled at leading US business schools is encouraging.

Wolf, Wendy C.; Fligstein, Neil D., "Sex and Authority in the Workplace: The Causes of Sexual Inequality," American Sociological Review, v44 n2, p235-52, April, 1979.
EJ 202480 UD 507009

Assessed in this paper is the relative importance of three factors that partially account for the unequal distribution of men and women in positions of authority: (1) women's qualifications; (2) the behaviors and policies of employers; and (3) the attitudes and behaviors of the women themselves.

Wolleat, Patricia L.; Skovholt, Thomas M., "Sculpting Roles for Men and Women: The Symmetry Option." Journal of Career Education, v5 n2, p78-89, Dec. 1978.
EJ 202647 CE 508362

The authors look at the psychological literature on changing roles of men and women and provide a rationale for these changes. They propose a concept of androgyny and what they call "the symmetry option" as a goal for career socialization to maximize human development.

Wolpe, Annmarie, "Girls and Economic Survival," British Journal of Educational Studies, 26, 2, p.150-62, 1978.
EJ 188144 AA 528799

Gives critical insight into contemporary statements about the needs of the economy in England for scientific and other vocational training for girls. Shows the divergence between current statements about the need to develop women workers' skills and the harsh realities of occupations entered by women and attitudes towards women as workers outside the home.

"Women in Management: Roles, Relationships, and Results," Modern Office Procedures, v23 n2, p44-52, Feb. 1978.
ID No: 78004466

The situation of women in management is evolving. Laws have been enacted to guarantee some degree of assured change, but the primary concern is the overall effect these changes are having on management today. Men and women need to be aware not only that women are progressing in management, but also that this program requires them to know potential problem areas and to learn appropriate responses so that the mutual goal of optimum business accomplishment is achieved. Learning those responses requires awareness of each other's differing assumptions and expectations. Women managers across the country believe that businesses still hire the token woman, but some have created their own jobs. The motivational psychological profile of the woman executive is different from that of a man. Women are much more competitive among themselves, and they are motivated by accomplishments, whereas men are more motivated by position. The primary suggestion for men managers is to forget the gender difference. In turn, women must conduct themselves in a professional manner always. The majority of women interviewed stated that they were not discriminated against on the job. Some stated that certain men resent taking help or advice from a woman and will not give a woman credit for what she does.

"Women and Minorities Make Big Gains in Status in Banking," ABA Banking Jnl, v72n10, p20,23, Oct. 1980.
ID No: 80021905

Two recent surveys substantiate the fact that women and minorities have made great progress in the managerial and professional ranks of banking. A survey by the Equal Employment Opportunity Commission (EEOC) revealed that 31.1% of all bank officials and managers are women, as compared to 17% for industry overall. The proportion of women more than doubled from 1970 to 1978. Another survey by the American Bankers Association (ABA) showed that 24.8% of the professionals in banking were women in 1970: In 1979, this figure was 44%. The EEOC survey found that minorities comprised only 2.7% of managers and officials in banking in 1970, with 8.3% in 1978. Comparable figures in the ABA survey were 5% in 1970 and 12.3% in 1979. Banking is second only to the Services Industry in hiring women and minorities for professional positions. Training programs and professional development programs are the main ways that banking employees can rise in the organization. Many myths within the industry, such as that women would not travel, are being dispelled.

"Women in Science: Still a Struggle," Chemical and Engineering News, 56, 11, 6
1978.

EJ 178458 SE 521409

Reviews the New York Academy of Sciences conference on expanding the role of women in engineering and the sciences, particularly chemistry.

"Women Seen Suffering "Subtle" Discrimination," Computerworld, v13n25, 16,
June 18, 1979.

ID No: 79012109

Women employed in data processing still suffer from subtle discrimination resulting from cultural differences between the sexes. The discouragement of role reversal by schools influences the woman's perceptions of the business world. Males plan their careers early and deliberately, while females concentrate on their present jobs. The communications patterns and dress codes of women also leave them ill-prepared for many jobs in the business world other than school teachers, secretaries, waitresses, bookkeepers, and domestics. Only 5% of all executives today are women, compared with 4% in 1940. The median pay for women in the computer sciences is 78% that of men. For this subtle discrimination to be eliminated, top management must be dedicated to equal employment, a positive corporate climate should be created for women, attitudes of both sexes must be re-socialized, and management training is needed for both sexes.

Woodcock, Penny Robinson; Herman, Al, "Fostering Career Awareness in Tenth-Grade Girls," School Counselor, 25, 4, p252-63, 1978.

EJ 178910 CG 514118

The career development program described affected significant improvement in overall career awareness and in factual knowledge of the occupational status of women today. Did not effect significant changes in level of maturity of career choice attitudes, in self-appraisals competency, and in attitudes toward the rights and roles of women.

Woodworth, Margaret; Woodworth, Warner, "The Female Takeover: Threat or Opportunity," Personnel Administrator, v24 n1, p19-24, 28 Jan. 1979.

EJ 194005 EA 510672

Looks at some of the implications resulting from the presence of women in the marketplace and outlines some steps the innovative executive and adaptive enterprise can employ in taking advantage of the new opportunities.

Yates, Ella Gaines, "Sexism in the Library Profession," Library Journal, v104 n22, p2615-19, Dec. 15, 1979.

EJ 214723 IR 507678

Explores the extent of sexism among top library administrators. Career prejudice against women in libraries is revealed in terms of money, position, female and male stereotypes, influence of the women's movement, and the special problems of Black women.

Young, Margaret Moses, "Women's Work: Sex Discrimination In Higher Education," Civil Liberties Review, 5, 2, 41-3, 1978.
UD 506378 EJ 188023

A woman faculty member's upward mobility within a college or university is restricted by comparison with her male colleagues. She is more likely to be hired at a lower rank, remain at this rank longer, and be paid a lower salary.

Young, Rosalie F., "An Evaluation of Women Pharmacists: Current Status and Future Projections As Indicated by Recent Literature," Evaluation and the Health Professions, v2 n2, p209-29, Jun, 1979.
EJ 208829 TM 504473

A literature review indicates that females comprise 18% of practicing pharmacists and 33% of pharmacy students; male pharmacists represent the highest status: female pharmacists are less career-oriented than female physicians; and the increasing percentage of females entering pharmacy may not result in gains in status.

Yuen, Rhoda K.; And Others, "The Vocational Needs and Background Characteristics of Homemaker-Oriented Women and Career-Oriented Women," Vocational Guidance Quarterly, v28 n3, p250-56, Mar. 1980.

Studies adequacy of the theory of work adjustment for explaining homemaker and career orientation in women. Situational factors such as age marital status, and education are important determinants. Career-oriented women had stronger needs for autonomy and good work conditions. Homemaker-oriented women had stronger needs for altruism.

Zak, Shirley E., "More than just a pretty face," Credit & Financial Mgmt., v80n1, 16-17, 30-31, January, 1978.
ID No: 78003056

Although more women are working today than ever before, job equality has, for all intents and purposes, failed to materialize. A recent article in the "Wall Street Journal" stated that discrimination still plays a master role in keeping women's pay low. Business must begin to see women as people first and women second. Talent does not have a gender. There are no traits inherent in women that would prevent them from rising to any job. An unfair proportion of firms pay women what they can get away with. Equitable salaries and fringe benefits do not necessarily go along with promotions. Women have to concentrate more on compensation, rather than compliments and fancy titles. Being a professional is more a matter of attitude that manifests itself in a general approach to work. The quality of a real professional is his or her personal sense of responsibility.

Zashin, Elliot M., "Affirmative Action Preferential Selection, and Federal Employment," Public Personnel Management, v7n6, p.378-393, Nov./Dec. 1978.

ID No: 79004381

The constitutionality of federal affirmative action (AA) programs for equal employment opportunity (EEO) seems reasonably secure. Although competitive agencies under Civil Service Commission jurisdiction must design and implement AA plans and programs, no finding of prior discrimination is required. It seems likely, however, that a case of discrimination could be made by showing the differential effects on minorities and women of federal personnel procedures which lack justification in organizational necessity. Apparently most of the criticisms of AA stem from a belief that it leads to preferential selection. Many white Americans do not believe that blacks are still victims of discrimination: they view preferential selection with skepticism or even hostility. It is important to recognize that AA has been in existence only for about 5 years, and that is a relatively limited time on which to base substantive conclusions.

Zikmund, William G.; Hitt, Michael A.; Pickens, Beverly A., "Influence of Sex and Scholastic Performance on Reactions to Job Applicant Resumes," Journal of Applied Psychology, v63n2, p252-254, Apr. 1978.

ID No: 78007437

This study investigated the possible existence of sex discrimination in the evaluation of job applicant resumes for accounting positions. Applicant sex and 2 levels of scholastic performance were systematically varied to yield 4 different resumes. One of 4 was sent at random to personnel directors of 100 corporations. The sex of the applicant was identifiable as obviously female (by name) or was unspecified (by initials). Scholastic performance was manipulated to represent either a high performer or one that was merely average. The results revealed that both the number of replies to the resumes and the number of positive responses were influenced by the sex of the applicant. Furthermore, the frequency of positive responses was also influenced by the scholastic performance of the applicant.

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A Guide to Conducting A Conference With American Indian Women in Reservation Areas, 1-20, 1978.

ID No: ED182073 RC011796

Among the major concerns of the Women's Bureau are the special needs of women of various racial and ethnic backgrounds who encounter double discrimination because of their sex and their racial or ethnic origin. For those who speak English as a second language, a further barrier is added. American Indian women are one group in need of special programs to create an awareness of their job rights and to increase the accessibility of employment and training opportunities for them. In response to a successful conference on "Employment Awareness for Indian Women" held on the Shiprock, New Mexico, Navajo Reservation, this guide has been prepared to aid in conducting similar projects elsewhere. While not intended to be a comprehensive "how-to" instrument, the guide is adapted to the status of Indian women and highlights those parts of the conference program needing special consideration: strong community participation in planning phases, an opening session speaker who is a known leader, availability of bilingual interpreters, minimal or no expense to participants, briefing sessions for resource people, and follow-up mechanisms. In planning such programs, it is essential to have knowledge of the unique legal status of Indian tribes so that provision can be made to have that issue addressed. Situations and conditions vary from reservation to reservation, making flexibility and adaptability a major requirement for the use of this guide.

A Working Woman's Guide to Her Job Rights, Leaflet 55, 1-38, Dec. 1978.

ID No: ED176138 CG03732

This leaflet presents general information about legislation that affects women when they are seeking a job, while they are on the job, and when they retire. Emphasis is on Federal laws as of November, 1978. Some of the topics include employment services, protection against sex and age discrimination, minimum wages and overtime pay, discrimination in promotion, joining or not joining a union, and social security benefits. Also included is a list of sources to use when assistance from State or Federal agencies is necessary, as well as sample complaint forms.

ASPIRE (Awareness of Sexual Prejudice is the Responsibility
of Educators) Module 2: Sexism in Education, 1-121, 1979.
ID No: ED185419 CE025183

This second of four workshop modules in the Project ASPIRE (Awareness of Sexual Prejudice is the Responsibility of Educators) series deals with developing awareness of how sex-role stereotyping affects the vocational and life-style aspirations and decisions of students. (See note about other modules.) The module helps workshop participants (1) explore how perceptions of sex roles influence interactions with and reactions to students; (2) explore stereotypes which have historically limited female or male participation in specific occupations; (3) become aware of the present realities of the labor force, of the changing career options for men and women, and of the positive and negative aspects of such choices; and (4) become sensitized to the need for sex fairness in instruction and career guidance. Workshop facilitators are provided with instructional guidelines, participant activities, and supplemental reading materials. Examples of the seventeen participant activities include "Index for Reality," "The Myth and the Reality," and "Design a Sexist School System." Each suggested activity is presented in this format: reference to objective, awareness level, purpose, logistics, materials, time required, process, and variations. It is recommended that at least two activities be chosen to treat each module objective. An appendix contains ten participant readings and one facilitator reference to support specific activities, an index for educators, and a preliminary guide to the assessment and evaluation of sexism in educational contexts.

ASPIRE (Awareness of Sexual Prejudice is the Responsibility
of Educators) Module 3: Evaluating Instructional Materials,
1-72, 1979.
ID No: ED185420 CE025184

This third of four workshop modules in the Project ASPIRE (Awareness of Sexual Prejudice is the Responsibility of Educators) series deals with analyzing and developing procedures for dealing with sexual stereotypes and biases reflected in learning and counseling materials with the schools. (See Note about other modules.) The module helps workshop participants (1) develop criteria for evaluating instructional and counseling materials in terms of sexual and cultural bias, (2) examine currently used materials to determine if they include evidence of bias, (3) examine current procedures and criteria for the selection of counseling and instructional materials, (4) examine the

flexibility of the curriculum in order to determine the potential for change, and (5) develop supplemental activities to assist in working with biased instructional materials. The module provides workshop facilitators with instruction guidelines, participant activities, and supplemental reading materials. Examples of the fourteen participant activities include "Who's Who?" "Developing Criteria," "Create a Sex-Fair Story," and "Differential Treatment." Each suggested activity is presented in this format: reference to objective, awareness level, purpose, logistics, materials, time required, and process (and variations). It is recommended that at least two activities be chosen to treat each module objective. An appendix contains seven readings to support specific activities.

Bernstein, Joen D., Exploring Role Options: A Guide for Eliminating Sex Stereotyping in Home Economics, 1-71, 1979.
ID No: ED186617 CE024594

This handbook is intended as a guide to planning and implementing a home economics curriculum free from sex-role stereotyping that prepares male and female students to cope with their changing roles in society. Section 1, Overcoming Sex Stereotyping, provides a checklist (for assessing classroom activities) and necessary definitions. Teaching for Expanded Roles (section 2) discusses building curriculum, student outcomes, the teacher as model, and steps to eliminating sex-role stereotyping from the curriculum. Topics in section 3, Implementing a Sex Fair Program, include sex-fair language, recruitment, and writing brochures. Bulletin Board Ideas (section 4) gives general suggestions as well as specific ideas for these themes: family relationships/child development, foods/nutrition, housing/equipment, clothing/textiles, and consumer/management. A final section, Educational Strategies for Expanding Role Options, presents examples for learning opportunities found useful in coed home economics classes for expanding role options, and suggestions for career awareness activities. Evaluating resource materials and using sex-stereotyped and biased materials are also discussed.

Carvelle, Fred, Choices and Challenges - A Student Guidebook about Nontraditional Career Opportunities, First Edition 1-73, 1979.
ID No: ED173612 CE022185

This guidebook provides direction and information that will help students understand what nontraditional

occupations are, what is creating new opportunities in such occupations, and what employers and nontraditional employees say about the new trends. The first of thirteen chapters gives the student information on how to use the guide. Chapter 2 provides a self-awareness questionnaire designed to increase the student's understanding of personal values and interests. Chapter 3 examines the growth in nontraditional occupations and defines non-traditional vocational education programs, sex discrimination, sex bias, sex stereotyping, and affirmative action. Chapters 4 and 5 examine sex discrimination laws and equal employment opportunity cases. The sixth chapter explores work, life styles, and sex roles. Chapters 7 and 8 present information on the opportunities for men and women in nontraditional occupations and nontraditional employment patterns. Chapters 9-12 discuss what employers say they want in employees, new job choices, preparing for nontraditional careers, and other ways to obtain information and become involved with a nontraditional career. The final chapter suggests questions for the student who has made a career choice. Learning-aid questions, self-awareness checksheets, and case studies are used in the guide as aids to help students better understand the topics covered.

Cathie, Shirley B., Select...from All Your Options. Parent Guide to Vocational Education, 1-54, 1979.
ID No: ED183924 CE024598

Project SELECT (Strategies for Equalizing and Linking Education and Career Training) is a means of promoting sex equity in vocational education and career preparation. SELECT consists of three handbooks for middle or junior high school students, teachers, and parents and a resource booklet entitled "Women at Work." These materials are designed to help show that significant change is occurring in vocational education due to the increased number of women now working outside the home and other changes taking place in American society. This document is the handbook for parents, which includes the following information: background information on project SELECT; changing career choices and options for both males and females; barriers in vocational education which relate to sex-role stereotypes; the role of parents and the home in influencing the attitudes of youth toward work, school, and the larger society; myths in sex-role stereotyping; sex equity laws; and occupational information and employment statistics. Also included are some ideas and resources that parents can use in helping their children make unbiased career plans.

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Cathie, Shirley B., Select...from All Your Options. Teacher
Guide to Vocational Education, 1-84, 1979.
ID No: ED183922 CE024596

Project SELECT (Strategies for Equalizing and Linking Education and Career Training) is a means of promoting sex equity in vocational education and career preparation. SELECT consists of three handbooks for middle or junior high school students, teachers, and parents and a resource booklet entitled "Women at Work." These materials are designed to help show that significant change is occurring in vocational education due to the increased number of women now working outside the home and other changes taking place in American society. This document includes the handbook for teachers and is divided into five units. These units provide information and activities to help the student in following areas: (1) thinking about career options open to them; (2) understanding the laws promoting sex equity in education; (3) exploring individual interests, activities, and training needs; (4) becoming more aware of social changes, especially changes in the labor market for women; and (5) utilizing this handbook and other resources in planning for the future. A glossary of important terms is also included.

Cathie, Shirley B., Select...from All Your Options. Student
Guide to Vocational Education, 1-83, 1979.
ID No: ED183923 CE024597

Project SELECT (Strategies for Equalizing and Linking Education and Career Training) is a means of promoting sex equity in vocational education and career preparation. SELECT consists of three handbooks for middle or junior high school students, teachers, and parents and a resource booklet entitled "Women at Work." These materials are designed to help show that significant change is occurring in vocational education due to the increased number of women now working outside the home and other changes taking place in American society. This document includes the handbook for students and is divided into five units. These units provide information and activities to help the student in the following areas: (1) thinking about career options open to them; (2) understanding the laws promoting sex equity in education; (3) exploring individual interests, abilities, and training needs; (4) becoming more aware of social changes, especially changes in the labor market for women; and (5) utilizing this handbook and other resources in planning for the future. A glossary of important terms is also included.

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Clayton, Kathi; Fincke, Andrea, The Homemaker's Job Hunting Guide; A Woman's Resource Guide, 1-20, May 1978.
ID No: ED159351 CE016800

Written to aid a woman entering the job market for the first time or re-entering after a period of nonemployment, this guide supplies basic information about preparing for a job or a career. First, the preliminary step of self-assessment and assessing abilities and training is described, and a personal inventory form is suggested. Next, the considerations that affect job choice are reviewed and sources that may suggest career options are identified. In case the career selected requires retraining, refresher courses, or additional education, programs designed to meet those needs are reiterated. Following a discussion of job application procedures (preparing a resume and cover letter, application forms, and interviews), the topic of sex discrimination by employers is covered. Because of the need of displaced homemakers to coordinate their job and home life, provisions for child care and household chores are included. A checklist of questions is provided to help in the final step of deciding if the job offered is the right one before accepting. Also, a brief annotated bibliography is given which evaluates other publications on the subject.

Consumer Handbook to Credit Protection Laws, 1-26, Dec. 1978.
ID No: ED171628 S0011728

The five sections of this consumer handbook are The Cost of Credit, Applying for Credit, Credit Histories and Records, Correcting Credit Mistakes, and Complaining about Credit. Each section discusses relevant legislation: Truth in Lending, the Equal Credit Opportunity Act, and the Fair Credit Reporting Act. Topics discussed in section 1 include methods for comparing finance costs, and explanations of open end credit, open end leases, balloon payments, advertising costs, and costs of settlement on a house. Section 2 discusses discrimination pertaining to sex, age, and marital status. Borrower characteristics and circumstances under which an agency may not legally deny credit are listed. Section 3 covers establishing credit histories for married, divorced, or widowed women, and methods for maintaining credit histories. Section 4 explains action to take concerning defective goods and services, prompt credits and refunds, second mortgage cancellation, lost or stolen credit cards, unsolicited credit cards, and discounts for cash payments. Section 5 discusses procedures for complaining to federal agencies. A glossary and addresses of federal enforcement agencies and federal reserve banks are included.

Costick, Rita M., Women in Educational Administration: Profiles and Resources, 1-48, 1978.

ID No: ED165309 95 EA011226

This collection of insights and experiences of seven women in educational administration is particularly useful for women considering upward mobility within administration. The women's backgrounds and geographic locations vary, and they work in educational institutions at several levels. Their responses in a number of questions relating to their lives and work include personal background, skills necessary for successful administration and how to obtain them, rewards and drawbacks of being an educational administrator, and future projections for themselves and women administrators in general. An extensive resource list at the end offers sources for further exploration of the field.

Delon, Floyd G.; Bartman, Robert E., "Employees," The Yearbook of School Law, Chapter 2, 1979.

ID No: ED181605 EA012426

The bulk of this chapter is devoted to three areas of contention: discrimination in employment (including discrimination on the grounds of race, sex, age, and handicapping condition), the discipline and dismissal of employees (including separate discussions of such causes as insubordination, neglect of duty, unprofessional conduct, incompetence, and reduction in force), and constitutional issues (both procedural matters and substantive matters of free speech, academic freedom, substantive due process, and privacy and association). Also included are discussions of litigation surrounding questions of tenure, remedies for improper action, salary disputes, leaves of absence, and retirement.

Goldman, Alan H., Justice and Reverse Discrimination, 1-251, 1979.

ID No: ED187281 HE012757

Defining reverse discrimination as hiring or admissions decisions based on normally irrelevant criteria, this book develops principles of rights, compensation, and equal opportunity applicable to the reverse discrimination issue. The introduction defines the issue and discusses deductive and inductive methodology as applied to reverse discrimination. Part Two (Awarding Positions by Competence) examines desirable positions, rejection of alternative rules, and qualifications. Part Three (Compensation and the Past) studies the principle of compensation, group

liability, individual competency, and the various levels of discrimination and compensation. Part Four (Equal Opportunity and the Future) examines utility and rights, and affirmative action. Among the conclusions are: those most competent for positions acquire the rights to those positions; hiring by competence was held preferable to such alternatives as random lotteries for fulfilling positions; strong reverse discrimination is justified for such individuals according to the precept that the principle of compensation is to take precedence over further applications of the distributive rule; and preferential treatment was held unjustified when directed indiscriminately towards members of groups defined only by race or sex. An index, a selected bibliography and notes on each chapter are provided.

Hendrickson, Robert M.; Mangum, Ronald Scott, Governing Board and Administrator Liability, 1-72, 1977.
ID No: ED148256 HE009523

Matters of legal liability that are of concern to institutions of higher education are discussed in some detail in language for the layman. Among the subjects discussed are: the development of charitable corporations, and immunity prerogatives; the traditional bases of legal liability; liability for the new torts, including violation of constitutional rights, employment and promotion of academic staff, admission, student- and faculty-related liability and administrator and trustee problems, and other university practices involving discrimination; and forms of protection from liability, including immunity, indemnification, insurance, and legal counsel. Illustrations are drawn from recent and historical court cases. A bibliography is included.

Huff, Millie, Equal Vocational Opportunity, 1-60, June 1978.
ID No: ED162088 CE018029

Designed to help vocational instructors recognize sexist and non-sexist behavior, this learning module includes a rationale, objectives, prerequisite tests for each of the four sections, and a posttest. Section I discusses male/female participation in the labor force, female/male enrollments in vocational education, and the relationship between areas for which students are training and occupations in which men and women are employed. Section II summarizes the major legislation which aims for equal opportunity for female/male students and men/women employees in vocational education. Section III differentiates

between behavior which is discriminatory, sex biased, sex fair, and sex affirmative. Section IV suggests strategies the instructor can use to promote sex equity. This last section includes a checklist of sex-fair teaching behaviors and a values questionnaire for students, suggests providing time for students to discuss the advantages of being female or male in America, provides information on the changing occupational roles of men and women, suggests how to use biased and stereotyped textbooks, and gives guidelines for evaluating textbooks formerly for one sex. The appendix provides further discussion on legislation which addresses equal opportunity in education and employment.

Kammer, Ann E., Science, Sex, and Society, 1-573, 1979.
ID No: ED187530 SE030721

This manual is a compilation of articles about women who pursue careers in science and the multiple sources and forms of discouragement they encounter. It is intended as a guide when developing courses that explore career opportunities and pressures for women in science and a resource in understanding the interaction between science, society, and individuals. Those who would find this manual useful would be postsecondary and secondary faculty and students of science, social science, and mathematics; career counseling personnel; and preservice and inservice teachers. An appendix provides references, career counseling information, and extensive resources for developing an introductory college course to encourage women to enter science fields.

Kent, Martha Whalen; Blanch, Andrea K., Competence is for Everyone. Unit 3: Male and Female. Intermediate Level, 1-191, 1978.
ID No: ED188067 CG014464

These materials are part of a four-module series. "Competence is for Everyone," designed to specify and reduce limitations on the learning and use of skills that people experience because of their sex or race. The series identifies three areas that function to maintain inequalities: the process of making judgments or appraisals, practices of social institutions in education, employment, and the mass media, and legal precedents and historical antecedents. Appraisal is treated as it occurs with respect to group membership, i.e., sex and minority status. This module, written for students at the intermediate grade-level, examines appraisal with respect to gender through activities focused on: (1)

identifying personal and societal expectations based on gender; (2) recognizing sex stereotypes portrayed in textbooks and comic books; (3) assessing the status of employed women; and (4) reviewing recent legal changes and their implications for future gender roles. Additionally, a teacher's guide with instructions and worksheets accompanies this student text.

Kent, Martha Whalen, Competence is for Everyone. Unit 3: Male and Female. Upper Level, 1-215, 1978.
ID No: ED188068 CG014465

These materials are part of a four-module series "Competence is for Everyone," designed to specify and reduce limitations on the learning and use of skills that people experience because of their sex or race. The series identifies three areas that function to maintain inequalities: the process of making judgments or appraisals, practices of social institutions in education, employment and the mass media, and legal precedents and historical antecedents. Appraisal is treated as it occurs with respect to group membership, i.e., sex and minority status. This module, written for students at the upper elementary level examines appraisal with respect to gender through activities focussed on: (1) identifying personal and social expectations based on gender; (2) recognizing sex stereotypes portrayed in textbooks and comic books; (3) assessing the status of employed women; and (4) reviewing recent legal changes and their implications for future gender roles. Additionally, a teacher's guide with instructions and worksheets accompanies this student text.

L'Angelle, David, Comp; Williams, Sarah, Comp, Equal is Better: A Voc Ed Guide to Sex Fairness Resources and the Law.
Vocational Education Development Series No. 8, 1-163, 1979.
ID No: ED186716 CE025305

Intended to serve as a guide to selected current resources promoting sex equity in vocational education and to the legal regulations which mandate equitable programs, this reference guide is organized into two major sections: Sex Fairness Resources and The Law. Sex Fairness Resources divides the resources listed into sections that reflect six aspects of vocational programs; administrative resources; curriculum and classroom materials; resources for inservice/preservice; guidance; community members; and references. Within each section, print and mixed media materials are identified alphabetically by title, one reference to a page, and include a description of what the resource contains, how it could be used, the developer's name and address, the

price, and where to obtain a copy of the document. Where resources can be used in more than one aspect of a program, they are listed in more than one section. ERIC document numbers are included where appropriate. Part II, The Law, briefly summarizes two major pieces of legislation designed to overcome sex bias and stereotyping, Title IX of the Education Amendments of 1972 and Title II of the Education Amendments of 1976. Cross references are provided to the resources described in Part I according to their applicability to the laws. A final section contains capsule descriptions of other laws that affect sex equity and employment. A title index is included.

Liggett, Twila Christensen, The Whole Person Book: Toward Self-Discovery and Life Options, 1-254, 1979.
ID No: ED185357 CE024866

This resource book provides curriculum materials for increasing awareness of sex bias and promoting more positive attitudes and participation in sex-fair career education and counseling. The book provides information in four parts for facilitators (teachers, counselors, administrators, or parents) and learners (students, parents, school staff members, or school board members). In the first part, a facilitator's guide includes a nontraditional career/life planning quiz to assist in understanding the guide's intent and discusses the philosophy, methodology, and implementation of nontraditional career education. In the second part, student activities are organized around three major areas related to career exploration. Self-Exploration provides activities to help students explore personal values, interests, and talents influencing career choices. Decision Making activities provide opportunities for making simulated and actual decisions as participants examine various decision-making methods and their resulting outcomes. Life Planning activities encourage learners to match personal qualities with occupational skills, identify educational alternatives, and examine potential life styles relevant to career interests. Each activity is discussed in terms of goal, activity focus, directions for facilitators, and suggestions for learner discussion. The third section, Learner Materials, includes supplemental activities suggested for use with specific activities. Included in the fourth part, Resources, are an Attitudes Toward Nontraditional Careers scale, bibliography, and index.

Martin, Wanda M., Ed.; Terry, Arthur F., Ed., Sex Equity Guidelines for Teacher Educators, 1-74, Aug. 1979.
ID No: ED177332 CE022896

Designed to facilitate the ongoing efforts of Oregon colleges and universities in preparing educational personnel for the development and conduct of career education activities, this document recommends guidelines for sex equity in teacher education programs. Following a brief review of the literature documenting sex bias in public schools, guidelines are presented in eight areas: (1) policies, (2) staffing, (3) scholarly activity, (4) instruction, (5) curriculum, (6) counseling, (7) institutional and interinstitutional leadership, and (8) community outreach. In addition, suggestions for the implementation strategies. Appended material includes three self-quizzes for teachers and teacher educators and a guide for student teaching.

Matthews, Martha; McCune, Shirley, Try It, You'll Like It. A Student's Introduction to Nonsexist Vocational Education, 1-59, 1978.
ID No: ED170520 CE020567

Designed to be used by secondary students, the booklet is meant to help students become aware of and consider vocational education programs which are nontraditional for their sex. The major sections encourage students to (1) explore their interests; (2) consider the role in their lives of paid work outside the home; (3) think about the work they will do inside the home; (4) evaluate whether vocational education courses which are not traditional for their sex may offer them a way of pursuing their interests or gaining skills they need to work inside and outside their homes; and (5) become familiar with their legal rights to nondiscrimination and equal treatment in schools and employment. Each section contains information for students to consider, questions for them to answer and think about, and suggestions for actions they may take to explore various issues further. Black and white photographs and sketches illustrate the booklet. Numerous inventories, checklists, and questionnaires are included.

Project CHOICE: Creating Her Options in Career Education, 1-505, 1979.
ID No: ED185321 CE024775

Intended as a resource in developing and conducting programs to encourage talented female students in broadening their career options and to increase positive self-awareness, this manual provides step-by-step procedures for replicating a fourteen-session diagnostic/prescriptive career development program for grade 11. Section 1, Program Overview, describes the six-phase Project CHOICE (Creating Her Options in Career

Education) process: screening, selection, diagnosis, prescription, career development program, and assessment. Diagnostic instruments are provided. Section 2, Introduction to Special Groups, discusses four areas of diagnosed needs: Defining and Valuing One's Self, Achieving Success, Asserting One's Self, and Coping with Success. Section 3 discusses program use. Section 4 is the Core Project CHOICE Career Development Program with four different variations for the individualized needs of participants diagnosed in the four areas (section 2). Goals, duration, related activities (handouts), materials needed, a suggested group leader script, and special group changes are included in the detailed directions for conducting each of these sessions: Off to a Good Start, Women's Many Options, Learning about My Interests, Learning about My Abilities and Values, Career Information Workshops I-III, Gathering Career Information, Beginning to Plan, Testing Reality, Selecting a School and Paying for It, Making Decisions, Getting That Job, and Wrapping It Up. An extensive bibliography is provided.

Schmuck, Patricia A., Changing Women's Representation in School Management: A Systems Perspective, 1-34, July 1978.
ID No: ED165240 95 EA011153

Since the turn of the century women have predominated as professionals in public schools, yet women have never held parity with men in management. Educational institutions are deprived of the leadership skill and competence of people who happen to be female. In addition, children are faced daily with sex-typed role models that influence their career aspirations and perpetuate the cycle. This chapter from "Women and Educational Leadership: A Reader," edited by Sari Knapp Bichien and Marilyn Brannigan, is about one attempt to reduce the barriers that exclude women from educational leadership. The Sex Equity in Educational Leadership Project (SEEL) at the University of Oregon has attempted to develop a multilevel system model for changing women's role in educational leadership. This chapter has three sections: a description of the current context for changing women's roles in schools and in society, a review of explanations from social science theory and data, and a description of the SEEL project with recommendations about what other states can do to increase the number of women as educational managers.

Smith, Amanda J.; Farris, Charlotte J., Pioneering Programs in Sex Equity: A Teacher's Guide, 1-64, 1980.
ID No: ED185 423 CE025189

Background information and suggested activities or classroom strategies on sex equity are presented for use by teachers in various settings. Suggested applications include use by vocational or academic teachers, counselors, and teacher educators with students, parents, and advisory or community groups. Adaptation to a district plan or staff development inservice training are also suggested. ("Pioneering" is defined as entering fields previously identified with the other sex.) Chapter titles and selected sub-topics are Twentieth Century Pioneers (What is Sex Equity, Overcoming Barriers); The Teacher's Role in Sex Equity; Sex Bias in Well-Intended Behavior; Sex Bias in Language; Sex Bias in Instructional Materials; The Changing Work Force and Family; A Quiz; Family Structure and Values; Discussions and Projects; Case Studies; A Teaching and Discussion Technique; Encouraging Enrollment of Pioneering Students; Successful Pioneering (Culture Shock on the Job, Expanded Courtesy and Humor); Reaching the Community (Seeking Parental Support, Supporting Pioneer Graduates); and Developing Your Personal Plan (Identifying Opportunities to Build Trust, Measuring Success).

Tetreault, Mary Kay Thompson, Women in America: Half of History, 1-240, 1978.

ID No: ED171639 S0011739

This secondary textbook analyzes the role of women in the United States from 1620 to the present. Part One, "Growing Up a Girl," discusses the role of the family, messages from the media, the schools, and decision making. Childhood games, early children's literature, early and modern textbooks, and traditional values are discussed. Part Two, "Following Tradition," looks at choices between marriage and a single life, the "proper sphere" of the woman, bringing up children, and growing old. Legislation, the birth control movement, Dr. Spock, day care, divorce, and images of aging are discussed. Part Three, "Leaving Home," examines volunteerism, earning a living, and past and present career choices. Topics include community work in the fifties, the NOW statement on volunteerism, militants, colonial businesswomen, slave women, milltowns and factories, protection for women, "Womanpower," and "Womanagement." Questions and suggested activities follow each selection. Activities include analyzing comic strips, teen magazines, and popular songs, role playing family discussions, interviewing, examining newspapers to determine the type of work women do, and writing "future" autobiographies. An index is provided for teachers who prefer to organize their classes on a chronological basis.

The MOVERS Game (Maximum Support for Vocational Enrollment
by Removing Stereotypes), 1-17, 1979.
ID No: ED183736 CE024115

Intended for a group of twelve to fifteen people with one facilitator (chairperson), this game includes materials and instructions for a simulation activity for individuals concerned with how stereotyping of vocational-occupational education and sex role stereotyping can limit enrollment in vocational and occupational programs. Eight group members role play people from the community and public school system serving on a special committee which is to make a recommendation to the administration and school board on whether or not a proposal of a consultant group will be implemented. (Their recommendations include required home economics and industrial arts courses and providing vocational courses or occupational programs for non-college bound students.) The roles include a male business and industry representative, female PTA president, president of teachers' union, district director of counseling, district curriculum director, female high school senior, district chairperson of Unified Practical Arts-Home Economics and Industrial Arts, and BOCES (Board of Cooperative Educational Services) Occupational Education director. Other group members are observers. The game simulation proceeds from committee member position statements and discussion to observer responses, general discussion, and brainstorming. Role descriptions and directions for observers are provided.

Training Guide: Sex Equity in Leadership Development Project,
1977-1978, 1-77, Aug. 1978.
ID No: ED170427 UD019384

Presented in this guide are summary descriptions of programs developed by several institutes to: (1) assist educators in examining their personal attitudes, biases, and behaviors vis-a-vis the changing roles of males and females; (2) encourage participants to take responsibility for the consequences of their behavior; (3) assist educators in developing plans for the practical application of curriculum and career development approaches that promote sex equity and leadership development; and (4) identify and develop sex equity and leadership development and support mechanisms in school districts. The objectives, procedures, resources, and specific strategies and activities developed and implemented by the respective institutes in training sessions to deal with various aspects of these project goals are presented. Specific topics addressed include socialization, sex role stereotyping, male/female socialization, values clarification, textbook bias, self awareness, career development, communication skills and curriculum analysis.

Weinheimer, Suzanne R., Sex Equity and Vocational Education,
1-32, 1978.

ID No: ED164955 CE019494

This publication, compiled as a learning component for persons enrolled in a vocational education teacher education program, provides information on sex equity in vocational education and employment. The content is in nine sections. The first defines sex discrimination, bias, and stereotypes. The next section covers female participation in the work force and includes entry rates, earnings, and economic need. The third section compares the participation of women and men in vocational training programs. Federal laws pertaining to sex equity are briefly summarized in the fourth section, while the fifth compares the Education Amendments of 1972 with those of 1976. The next section presents the provisions of the Education Amendments of 1976 regarding the administration of state vocational education programs, state use of vocational education funds, and national vocational education programs. The recruitment of students into courses nontraditional to their sex is discussed in the seventh section. The last two brief sections, respectively, discuss the program planning process and provide a list of source materials. A teacher self-assessment form on sex equity and vocational education and a test on the publication's content are appended.

Wheat, Valerie; Wiebel, Christie, Apprenticeship and Other Blue Collar Job Opportunities for Women, 1-34, 1978.

ID No: ED167741 CE019516

Designed to inform individual women and occupational counselors of blue collar jobs and training opportunities for women in construction and industry, this guide attempts to answer the questions: What is blue collar work? What is apprenticeship and are there entrance requirements? How do I go about finding a blue collar job or getting into an apprenticeship program? And finally, is blue collar work for me? The guide also includes sections on what to expect on the job, problems women crafts workers have encountered, history of women in the skilled trades, and profiles of blue collar women. A section on resource groups and organizations lists national and local sources of assistance. A bibliography indicates where to learn more about trades opportunities and about real life stories of women working in the skilled trades. Written in a conversational tone, many of the sections contain practical tips, for example, "Go to the job site looking like you are ready to go to work (work clothes, boots, etc.)." The guide includes tables, graphs, photographs, and a skills assessment check list.

Women in Nontraditional Jobs: A Conference Guide. Increasing
Job Options for Women. 1-65, 1978.
ID No: ED167754 CE019871

Designed to help organizations interested in expanding job options for women to plan and hold a community-based conference on nontraditional jobs, this guide outlines basic steps in planning, provides information about successful programs, and makes suggestions about how to deal with the mechanics of a conference. Following an introduction which presents the barriers to and advantages of nontraditional employment for women, a section on preliminary planning discusses the conference coordinator, community analysis, choosing a theme, the planning committee, and participants. The next section, "Program," deals with format, subject areas, speakers, panels, workshops, lunch, and audiovisuals, and exhibits. The following section, "Conference Procedures," covers finances, timing and site, invitations, facilities and equipment, registration, briefing sessions, publicity, and the conference report. The section on follow-up includes evaluation, planning the committee meeting, and closing out. The appendixes include a resource list of publications, slides, and films; a checklist of things to do before and after the conference; samples of a press release, announcement of reception and briefing, registration form, program, and letter of invitation; and a list of Women's Bureau Regional Offices.

Women in Nontraditional Jobs: A Workshop Model. Working With
Employers to Develop Jobs, 1-34, 1978.
ID No: ED167755 CE019872

Prepared for employers and staffs of job service and training programs, this guide presents information on how to conduct a workshop to expand employment opportunities for women in nontraditional occupations--in blue collar skilled work as well as white collar professional, technical, and managerial jobs. The guide includes sections on purpose of the workshop (to provide a forum in which employers are encouraged and assisted in hiring women for nontraditional jobs), agenda for a one-day workshop, workshop facilitator, program staff participation, locating and selecting employers, size of workshop, facilities, materials for kits, and workshop format--background and rationale. Appendixes include a selected list of publications, slides, and films on women in nontraditional employment; an invitation letter; a registration form; an agenda; and a workshop evaluation form.

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Reports, Studies, Surveys, Projects

"A National Assessment of Achievement and Participation of Women in Mathematics. Final Report," 1-288, Dec. 1979.
ID No: ED187562 SE030964

The purpose of this study was to identify the most important factors related to the problem of women's participation in mathematics and to determine the relative importance of those factors to guide future research and intervention efforts. The vehicle was a national survey of 1,452 13-year-olds and 1,788 high school seniors. Data collection centered upon achievement and participation in mathematics, sex-role stereotyping, career and academic plans, the students' attitudes toward mathematics, parental influence, and the influence of significant other people in the students' lives. Results of the study indicate that 13-year-old females begin their high school mathematics career with at least the same ability as their male contemporaries. By the twelfth grade, males have overtaken females. Large sex differences found for mathematics participation in previous studies were not found in this survey. Results also indicate that certain groups of variables open to intervention strategies are related to participation. Three groups of variables were found to have the greatest effect on participation: positive attitudes toward mathematics; perceived need for mathematics for future career and educational plans; and influences of significant others, including parents, teachers and counselors. At the report conclusion, strategies are suggested which may increase mathematics participation in school programs.

"A Research Agenda for the National Longitudinal Surveys of Labor Market Experience: Report on the Social Science Research Council's Conference on the National Longitudinal Surveys. October, 1977. Parts I to IV," 1-283, May 1978.
ID No: ED166439 CE019753

This report of the Social Science Research Council's Conference on the National Longitudinal Surveys of Labor Market Experience (NLS) begins with a description of the rationale and background for the conference. In the first of four parts, the conference objectives are stated: (1) review previous research based on the National Longitudinal Surveys (NLS), (2) identify new directions, (3) suggest analytic strategies, and (4) comment on survey content. The NLS function is described as that of analyzing variation in labor market behavior with emphasis given to policy-relevant research issues. Section 2 overviews the conference proceedings and focuses on potential NLS research issues in the areas of work-family relationships, labor-force socialization, structural variables, and methodological issues.

Section 3 contains documentation relating to the conference-- correspondence, the program, and a participants' list. Section 4 contains a collection of the papers and memoranda presented at the conference. Papers include "Labor Force Issues Circa 1984," by Harold W. Watts and Felicity Skidmore; "Individual Histories as Units of Analysis in Longitudinal Surveys," by Burton Singer; "Childrearing, Work and Welfare: Research Issues," by Harriet B. Presser; and "Events as Units of Analysis in Life History Studies," by Natalie Rogoff Ramsoy and Sten-Erik Clausen. Six memoranda are also presented. (For a review paper, titled "Research Uses of the National Longitudinal Surveys," see CE 019 754.)

Armstrong, Jane M., "Achievement and Participation of Women in Mathematics: An Overview. Report of a Two-Year Study," 1-41, Mar. 1980.
ID No: ED184878 SE030550

The purpose of this study was to identify the most important factors related to the problem of women's participation in mathematics and to determine the relative importance of the factors to guide future research and intervention efforts. The vehicle for this study was a national survey of 1,452 13-year-olds and 1,788 high school seniors. The data collection centered upon achievement in mathematics, participation in mathematics, sex-role stereotyping, career and academic plans, the student's attitude toward mathematics, parental influence and the influence of significant other people in the student's life. Correlation and regression analyses were performed on the survey data to identify those factors which most affect participation and achievement in mathematics. The results of the study indicate that 13-year-old females start their high school mathematics career with at least the same ability as their male contemporaries. By the twelfth grade, males have overtaken females. The results also indicate that certain groups of variables open to intervention strategies are related to participation and that these variables predict participation. At the conclusion of this report, strategies are suggested which may increase mathematics participation in school programs.

Aller, Curtis C., "Layoff Time Training: A Key to Upgrading Workforce Utilization and EEOC Affirmative Action. A Case Study in the Northern California Canning Industry. R & D Monograph 61," 1-123, 1978.
ID No: ED158021 CE017413

An experimental and demonstration project was conducted over a five-year period in California to test the concept of lay-off time training to enable workers to qualify for promotion

and increase their earnings. The canning industry was found to be a suitable area for this type of training since it had annual lay-offs followed by assured recalls to work and was feeling affirmative action pressures. The project's final efforts (after two years of discouraging experiences) in the canning industry were quite successful and included the following benefits: (1) extensive changes in the knowledge and attitudes of working women toward advancement and employment; (2) the job status of women improved; (3) both the companies and the union learned about the operation of their labor market; (4) the affirmative action process was accelerated; (5) the industry developed internal training programs and; (6) the public schools developed adult basic education for the cannery workers. Also, the project's training program was included in a U.S. Court approved Equal Employment Opportunity agreement for the industry.

Atkinson, Karla, "Eliminating Sex-Role Stereotyping in Vocational Education. Report on the Identification of Sex Biases in Vocational Education Instructional Materials and Resources," 1-25 Mar. 1979.
ID No: ED174773 CE022097

Three hundred and fifty-nine career and vocational resources were reviewed to determine if male and female students in Michigan secondary schools were exposed to sex-role stereotyping in instructional materials. The review was conducted as a part of a site visitation to twenty secondary and area vocational skill centers. A twenty-two item instrument was designed to yield data which would determine the frequency of specific stereotypic patterns. Each questionnaire item was applied to three areas: (1) language, (2) illustrations, and (3) context. Among the findings was that in an average of 53% of the learning resources, gender was associated with job titles, objects, interests, activities, or occupations through context and language. In addition, 6.1% of the materials had cliches, innuendoes, sentences, and/or questions that connote or denote sex-role stereotyping. Thirty-nine percent of the materials through context, 33% through illustrations, and 30% through language were directed to males predominantly. Stereotyping was more evident in interactions among persons in a work setting than in interactions among family and peers. Also it was found that an intention to reflect minority populations was evident in an average of 28% of the three categories. (The instrument for assessing sex-role stereotyping in learning resources is appended.)

Pabco, Eleanor L., "Salaries of Scientists, Engineers and Technicians: A Summary of Salary Surveys. Ninth Edition," 1-159, Nov. 1979.
ID No: ED187559 SE030947

This report is a compilation of salary information from a variety of sources intended for comparison and accessibility. This edition contains a cross index of its contents for quick access to specific salary information. Data are reported in 138 tables organized under the following headings: starting salaries, salaries of experienced scientific and technical personnel, salaries of engineers, salaries of engineering technicians and technologists, federal salaries, and academic salaries. Statistical variables include sex, age, highest degree earned, years of experience, and employer.

Barton, Amy E., "Campesinas: Women Farmworkers in the California Agricultural Labor Force. Report of a Study Project by The California Commission on the Status of Women," 1-77, Dec. 1978.
ID No: ED167322 RC011212

A one year descriptive study of demographic characteristics, employment situations, and supportive services needs of women farmworkers in the California labor force was conducted in 1977-78. Data were collected in interviews with both employers and 400 women and 200 men engaged in farmwork in Fresno and Imperial Counties. Most of the women were of Mexican extraction, were between 21 and 29 years of age, and had between one and seven years of school. Their average annual income was just under \$3,000, yet over one-third were heads of households. Confined to lower paying jobs of a more sporadic nature, they had annual incomes two-thirds less than that of male farmworkers. The women lacked upward job mobility; employers believed the higher paying, more skilled tasks were beyond a woman's physical capabilities. The women themselves felt capable of pursuing physically demanding work. Some tables in this document summarize responses by male and female workers to questions on such topics as ethnic background, age, religion, marital status, earnings, experience, education, housing, crops worked, union interests, job training, and types of work done. Fifteen tables present responses made by employers on questions concerning such areas as farm size and type, years in farming, and attitudes toward various aspects of employment of women workers.

Becker, Henry Jay, "Racial Segregation Among Places of Employment. Report No. 262," 1-50, Sept. 1978.
ID No: ED169201 UD019325

Indices of racial segregation across different places of employment are presented for black and non-Hispanic white workers in the same general occupational category (e.g., managers; operatives). Black and non-Hispanic white laborers and service workers are more segregated from one another than are their racial counterparts in other occupational categories, once the relative supply of black workers in each occupation is accounted for. Black and white women at each occupational level are more segregated from one another than are black and white men, although differential employment in high and low segregation industries accounts for much of the sex differences. The racial composition of an establishment's work force in one occupation is strongly related to its racial composition in other occupations, especially within the blue collar and white collar subgroups. For certain occupational categories--namely professionals, sales workers, and clerical workers--the black proportion of the work force is higher the more the total establishment's employment is concentrated in that occupation.

Beller, Andrea H., "The Effect of Economic Conditions on the Success of Equal Employment Opportunity Laws: An Application to the Sex Differential in Earnings," 1-33, Oct. 1978.
ID No: ED166329 UD019126

The recession of the 1970's eroded equal employment opportunity gains made under Title VII of the Civil Rights Act of 1964. The unemployment rate during the early 1970's interacted with pre-amendment Title VII settlements to limit the increase in female earnings, exaggerate the reduction in male earnings, and restrict the narrowing of the earnings differential. Nevertheless, even with high unemployment rates, Title VII still narrowed the sex differential in earnings. But the real earnings cost was greater and the earnings redistribution less than at a lower employment rate.

Bergmann, Barbara R., "Labor Market Data Needs Relating to Antidiscrimination Activities. Project on the Economics of Discrimination," 1-36, Jun. 1978.
ID No: ED160675 UD018564

The utilization of data in combatting employment discrimination against women and minorities is reviewed in this paper. Suggestions are made for changes which would allow better use of data in formulating national policy and in enforcing the laws and executive orders against discrimination. For purposes of overall policy formation, emphasis is put on providing better information for Hispanics, and in reforming labor turnover data so that they are more revealing of the extent to which discrimination continues. Changes are suggested in the way employment and unemployment data are collected and published,

in order to remove biases which minimize the problems of discriminated-against groups. With respect to data collected by the agencies charged with enforcement of anti-discrimination laws and executive orders, it is suggested that there be a shift of emphasis from the collection of data on stocks (numbers of employed) to data on flows (numbers of hires, promotions, separations) by occupation, and that such data be published by name of firm for large firms. It is also suggested that the Equal Employment Opportunity Commission (EEOC) develop a methodology for issuing estimates of availability by race x sex x occupation, and pair up such estimates with the data by firm name suggested above.

Berkeley, Muriel, Ed., "Young Women and Employment: What We Know and Need to Know About the School-to-Work Transition," 1-99, 1978.

ID No: ED163113 UD018801

In this report, summaries of papers given at the conference on young women's work to school transition are reprinted. Themes addressed include: (1) problems of teenagers, teenage mothers, and the transition to adulthood; (2) problems faced by youth and minority youth; (3) responsibilities of educators; (4) employment programs; (5) employment prospects in the private sector; and (6) Federal programs for youth employment. Recommendations of the conference are: (1) women and minorities must work together to improve their job options; (2) stereotypes of people's expectations of women must be changed if they are to have equal employment opportunities; (3) institutional changes to promote collective actions and to eliminate sex roles are needed; (4) women must be exposed to the option of non-traditional employment before they enter high-school; (5) parents must be informed early of job options and of the fact that their daughters will probably work; (6) extra training must be provided for minority women; (7) good data bases must be created to provide information on the employment and unemployment of women, particularly minorities. Appendices include a list of conference participants, the conference agenda, and a bibliography of books related to women and employment.

Bird, Caroline, "The Spirit of Houston. The First National Women's Conference. An Official Report to the President, the Congress, and the People of the United States," 1-302, Mar. 1978.

ID No: ED163153 UD018903

This is a report of the November, 1977, National Women's Conference. Numerous issues considered as they relate to women include: arts and humanities, battered women, business, child abuse, child care, credit, disabled women, education, elective and appointive office, employment, the Equal Rights

Amendment, health, homemaking, insurance, international affairs, media, minority and elderly women, offenders, rape, reproductive freedom, rural women, sexual preference, government statistics, welfare, and poverty. The history of each respective issue, analyses of present problems, and suggested actions which can be taken to solve them are outlined. State adoptions of various resolutions are charted. An annotated chronology of women's history in the United States from 1587 to 1977 is also presented. A report on the Hearing on Disarmament and Peace Issues (held in conjunction with the conference) is included. Reports on public laws, executive orders, conference resolution, minorities, the black women's action plan, national commission action, and various groups and individuals connected with the conference are appended.

"Black Share of Non-Faculty Jobs Down at Most State Universities--
Up at Kentucky State," 1-34, Sept. 1978.
ID No: ED188513 HE012758

Blacks' share of non-faculty jobs in Kentucky institutions of higher education is examined in this second in a two-part series on employment in the state university system. The first report in this series was entitled "State University Faculties Stuck on Tokenism in Kentucky." Sections examine: tokenism in non-faculty jobs at state universities; blacks in executive jobs; blacks in technical and professional jobs; black percentage decline at white universities; high-paying jobs and faculty tokenism; women in the job market; and the effort of institutions to improve their employment policies for blacks. Tables provide information on numbers and percentages of blacks hired in various positions and employment figures on females hired in various positions. Appendices cover employees, by sex, race/ethnicity (1975 and 1977); and new hires for 1977 for the following positions: executive, administrative and managerial; professional non-faculty; technical and paraprofessional; secretarial and clerical; skilled craft; service and maintenance. Among the many conclusions drawn are the following: employment data show remnants of the dual system of higher education once legally sanctioned in Kentucky; Kentucky State employed 68 of the 143 black faculty in the state university system; and blacks at the predominantly white institutions suffered a 0.6 percent drop in their share of jobs from 1975 to 1977.

Blum, Robert E.; Doyle, Linda, "Placement of Junior and Senior High School Students in Non-Traditional Career Exploration Experiences in the Community. Final Project Performance Report," 1-404, Sept. 1978.
ID No: ED171914 CE020257

To reduce the narrowing effects of sex-role stereotyping on the career options of secondary students, a project was conducted using curriculum activities and experiences with nontraditional role models in school and community settings. The vehicle for meeting this goal was the existing Jefferson County (Colorado) experience-based career education program. Objectives of the project included (1) establish and maintain community involvement; (2) prepare curriculum materials; (3) prepare and deliver a staff inservice program; (4) implement the program; (5) evaluate the learning outcomes and project processes; and (6) disseminate results of the project. Over 150 members of the local community served as resource persons. Curriculum materials, including guidance activities and curriculum units for secondary students, were produced. Inservice programs were conducted for 30 teachers, counselors, library media specialists, and administrators. The project was implemented during a nine-week period with 110 students at three schools. A third-party evaluation was conducted, with both formative and summative data collected; and a brochure describing project goals and activities was disseminated. (Student curriculum materials, staff inservice materials, and the final evaluation report are included.

Briggs, Norma L., "Women and the Skilled Trades. Information Series No. 132," 1-42, 1978.
ID No: ED164975 08 CE019619

The participation of women in the skilled trades increased appreciably between 1960 and 1970; however, the rate of increase was not as large as could have been expected if women had entered the skilled trades at the same rate entered the total civilian labor market. The gap between men's and women's median earnings was greater in 1970 than in 1960, but in the skilled trades the decrease in women's earnings in proportion to men's was smaller. The participation of women in the skilled trades appears to be higher in larger companies in large metropolitan areas than it is on the average nationwide. Also, proportionately more minority women are employed in the skilled trades by such companies. Women continue to be underrepresented in both apprenticeship training programs and vocational/technical education programs for the skilled trades even though affirmative action regulations and special stimulus programs have made some gains. Women have been well represented as participants in federal government training programs; however, they have been disproportionately concentrated in programs which lead to low-paying and low-skill jobs. Government funded outreach projects for women designed to prepare and place women in pre-apprenticeship, apprenticeship, and traditionally male blue-collar jobs have

increased from one program in 1971 to over eighty in 1978. Now it is time to determine the effectiveness of these programs and to analyze which combination of factors is optimal--the project designs, the skills/characteristics of women selected, the support/training offered, and the follow-up services.

Burns, JoAnn, "Evaluation of Curriculum Materials for Sexism in Language Arts, Social Studies, and Counseling," 1-44, 1979.

ID No: ED183489 S0012428

Results of a workshop to review language arts, social studies, and counseling curriculum materials for sex bias are reported. The workshop, held in Lansing, Michigan in June 1979, consisted of 37 teachers who analyzed content and illustrations for sex discrimination. Evaluations are arranged alphabetically by the publisher of the textbook within the categories of subject matter and level. In elementary language arts, the Ginn 360 Series was rated as severely biased in both content and illustrations, while Harcourt, Brace, Jovanovich and Houghton Mifflin series were rated severely biased in early editions and slightly biased in 1976-79 editions. All secondary language arts texts were rated at least slightly biased. Similarly, materials for elementary and secondary school counseling contained sex and occupational stereotypes. In elementary social studies, three books contained no biases: "Self Expression and Conduct," "The Humanities" (Harcourt, Brace) and "Windows on Our World" (Houghton Mifflin). "Investigating Man's World" (Scott Foresman) was found to have areas of severe bias. In secondary social studies texts, little or no bias was reported in "American Government" (Prentice Hall). Severe bias was identified in "America, Its People and Values," "Rise of the American Nation" (both Harcourt, Brace) and "Magruder's American Government" (Allyn and Bacon). Recommendations, criteria for materials selection in Lansing schools, a bias review checklist, names and schools of participants, and a list of curriculum materials that were reviewed are included.

Carvell, Fred, "Technical Report on Research to Identify, Analyze, and Disseminate Information about Opportunities for Males and Females in Nontraditional Occupations. July 1978 through June 1979," 1-43, Jun. 1979.

ID No: ED177314 CE022642

This project was conducted to improve the quality and availability of information pertaining to opportunities in nontraditional occupations for use by teachers, counselors,

and interested students. The major project objectives were (1) to review current employment patterns in California to identify nontraditional occupations; (2) to collect and analyze useful information about the possible and extraordinary job demands related to psychological, social, and physical requirements of nontraditional occupations; and (3) to assemble the information revealed by the research into a helpful format suited for use by teachers, counselors, and interested students. Provisions were made for collecting both factual and attitudinal information from educators, students, employers, and employees. Factual data were related to employment statistics and enrollment data for vocational programs in secondary schools and community colleges. Attitudinal information was related to ideas and opinions obtained from persons interviewed. All major study objectives were attained within the timeline and resources allocated. (Appended are sample interview guides, statistical data, lists of participants, a sample copy of reviewer comment sheet, and a sample copy of the dissemination brochure for the guidebook.)

"Climbing the Academic Ladder: Doctoral Women Scientists in Academe," 1-176, 1979.

ID No: ED180332 HE012062

The status of women scientists in academic institutions is examined as well as women's current situation in postdoctoral training and their role on national science advisory boards. Obstacles that women must overcome to become professional scientists are discussed in Chapter I, focusing on cultural and structural factors. Characteristics, educational patterns, and supply of women doctorates in the sciences are examined in Chapter II. Men and women were found to be similar in quality, length of time spent to earn a degree, and in proportions that are trained at highly rated institutions. Chapter III examines sex differences in postdoctoral training patterns. Recent developments in the academic employment of men and women scientists are discussed in Chapter IV. Changes in numbers, rank, tenure, and salary are investigated. It is noted that the increase in women Ph.D.'s that began in the 1960's has been followed by an increase in their presence among science faculties. Participation of women in three major groups within the national science advisory system is reviewed in Chapter V. Figures from the National Academy of Sciences, the National Academy of Engineers, and the Institute of Medicine indicate an increase in the rate of election of women. An overview of the current prospects of women scientists in academe is presented in Chapter VI as well as recommendations for improving these prospects. It is suggested that the status of women Ph.D.'s in academic science has improved, but that further gains are necessary to ensure equal opportunities.

"Conference on the Educational and Occupational Needs of Black Women, December 16-17, 1975. Compendium, Volume 1. Overview and Recommendations," 1-85, Apr. 1978.
ID No: ED156768 UD018393

The conference reported on in this volume had two tasks. One was the development of a policy oriented research agenda for the National Institute of Education (NIE) focused on the educational and occupational needs of black women. The other was the development of a broader research and policy agenda focused on issues beyond the research scope of NIE that other agencies and institutions could undertake. The conference participants were divided into two groups, one composed of practitioners and policy makers and the other of researchers. A report on each group's discussion is presented. Abstracts of conference papers, which dealt with educational, occupational, family and health concerns of black women, are presented. Research and policy recommendations arising from the discussions of the papers are outlined. Appended to the volume is a list of conference participants.

Cook, Alice H., "The Working Mother: A Survey of Problems and Programs in Nine Countries," 1-80, 1978.
ID No: ED160725 UD018708

Married women in the labor market are victimized all over the world, mainly because women's work-life cycle differs radically from that of men. During a review of recent research data and a fifteen-month study tour in nine communist and non-communist countries, it was found that working mothers continue to carry a double burden of home and child care duties, on the one hand, and employment, on the other. Lack of coordination among labor market, social welfare, and educational policy makers has resulted in (with the possible exception of Sweden) ineffectual social policies that don't adequately accommodate or support women's special needs and circumstances. Immediate provision of child care facilities for part-time work could serve as intermediate solutions until society adapts over the long run to new definitions of sex roles and equalization of parental responsibilities. In the United States, a maternal bill of rights could be instituted to maximize women's productivity and earnings and to alleviate some of the burden now borne by working mothers.

Crawford, George; Miskel, Cecil, "Experience Based Career Education at Wichita East High School: A Third-Party Evaluation for Year Two, 1977-78," 1-42, Jun. 1978.
ID No: ED170576 CE021400

A third-party evaluation was conducted to assess the second year's operation of the Experience Based Career Education (EBCE) program at Wichita (Kansas) High School East. The program proposal contained fourteen process objectives and twelve outcome objectives. The status of the process objective achievement was determined by interviewing program personnel and examining project records. Outcome objectives were assessed by administering several instruments. A pretest-posttest design was used to evaluate the attainment of the outcome objectives associated with academic achievement, self-esteem, career orientation, and sex bias. A self-administering check list/open-ended response form was used to collect summative impressions of the program from students, parents, and site resource people. Three site visits were also made. A change in program structure also was evaluated. Students were allowed to enroll in the EBCE program for the entire school year, the first semester, or the second semester. The objective measures of the achievement of EBCE program objectives revealed only minor differences between EBCE and control groups, which are suggestive of marginal achievement of objectives. The third-party assessment labeled the program a success and cited improvement made in formerly problematic areas identified by the first year's evaluation (available as ED 150 285). (The major portion of this document contains appended materials.)

Curry, Evans W., "Significant Other Influence and Career Decisions: Volume II. Black and White Female Urban Youth. Research and Development Series No. 138," 1-191, Feb. 1978.
ID No: ED159333 08 CE016578

Focusing on the formation of career plans among black and white females, a study was conducted using the theoretical and empirical framework provided by a modified version of the "Wisconsin Model" of status attainment. Data collection was designed to obtain information including parental socioeconomic status, mental ability, academic performance, and significant others' occupational and educational expectations. Information about significant others was collected from a sample of racially-balance, female high school sophomores and from their significant others. The females were also asked to indicate home-career expectations. Three of the six most salient findings are as follow: significant other variables were observed to be the most accurate predictors of career-choice variables; the home-career expectation of females did not manifest strong effects on educational or occupational expectations; and significant other variables did not affect educational and occupational expectation for females more strongly than for males. (A companion document, CE 016 577, reports and compares the findings for black and white males.) Thirteen hypotheses

regarding the effects of sex-role differentiation based on the literature review were analyzed, and implications for research and theory are presented. (Detailed descriptions of the sample, statistical analyses, and instrumentation are appended.

Danziger, Sheldon, "Do Working Wives Increase Family Income Inequality? Discussion Paper No. 518-78," 1-15, Sept. 1978.
ID No: ED166327 UD019124

The distribution of family incomes is now slightly more equal than the distribution of husbands' earnings. Movements toward equal opportunity for women are likely to have only a small effect on family income inequality. In a world with no differences by sex in work behavior, we could expect that the work experience of women and men and the inequality in the distributions of women's earnings and men's earnings would be equal. The most unequal situation for family income in such a world would occur if the earnings of husbands and wives were perfectly correlated. Then, the degree of family income inequality would equal the degree of inequality in husbands' earnings (which would be the same as wives' earnings). Thus, in the long run, the women's movement and attempts to equalize opportunity by sex imply only a slight increase in the current degree of inequality even if husbands' and wives' earnings were to become perfectly correlated; under more realistic assumptions it appears that the economic advances of wives will not increase family income inequality.

"Demonstration of a System to Facilitate the Elimination of Sex Stereotyping and Sex Bias in Local Vocational Programs. Final Report, April 15, 1978, to September 30, 1978," 1-23, Dec. 1978.
ID No: ED178687 CE019827

Goals of a project to design a career awareness workshop for vocational-technical students included identifying and defining sex stereotypes and discrimination, increasing student awareness of stereotyping, increasing knowledge of career options, exposing students to non-traditional role models, and providing inservice training. A literature and media review and series of interviews with students, teachers, counselors, and administrators regarding job aspirations and attitudes toward sex equity were used in developing the two-day sex equity workshop, with accompanying instructional materials, media presentations, and simulation game (Job Steps). A statewide demonstration of the workshop was given at Tupelo High School, Mississippi. Day 1 of the workshop included introduction of goals and format, "The Fable of He and She" (film), "Realities of the World of Work" (sound-slide presentation with handouts), and "Job Steps." Among experiences of day 2 were "You Can Be More" (sound-slide presentation),

Career Exploration Activities (small groups), "The Women's Game" (film and accompanying activity), "American Man: Tradition and Change, Part I" (sound-filmstrip), "Non-Traditional Careers for Women, Part II" (sound-filmstrip), Browsing Room Facility, and "Job Steps."

Dubin, Samuel S., "Training Women in Management: A Continuing Education Workshop Approach," 1-71, Nov. 1978.
ID No: ED167750 CE019750

The number of women occupying managerial positions in the U.S. is relatively small, but it rose 47% from 1,321,000 in 1970 to 1,942,000 in 1976. Circumstances contributing to this rise are enforcement of legal sanctions against discrimination and women's increased educational attainment. This report describes a continuing education workshop series that was developed through a literature review and interview survey to ascertain opinions, trends, and experiences related to the managerial woman's educational needs. Three themes emerged: (1) women at three management levels (executive secretaries/assistants, supervisors, and middle management) have defined educational needs; (2) formal management education courses for women should be the same as those for men; and (3) special educational programs are needed to respond to personal concerns of women in management. Two workshop series dealing with innovative topics were developed. The first series, workshops for men and women managers, deals with the following topics: male stereotypes about and biases toward women managers, comparison of men and women managers' abilities and characteristics, a decision-making method, conflict management, and change strategies. The second series for women only addresses problems of women managers. Workshop topics include assertiveness training, men and women's career concept differences, power, collusion, intimacy-sexuality, support, career planning, professionalism, and communication skills.

Durne, Faith, "Options: A Career Development Project for Rural High School Students. Final Report," 1-199, Aug. 1978.
ID No: ED160321 95 RC010846

Options was a two-year research and curriculum design project conducted at Dartmouth College (New Hampshire) under a grant for the Women's Educational Equity Act Program Staff. The project completed the following: assessment of career-related perceptions and self-defined needs of rural young people in five different rural regions (Northern New England, Oregon, Tennessee, Nebraska, and New Mexico); design, field-testing, and revision of a curriculum focused on the general needs of rural students and the specific circumstances of youth in the rural Northeast; adaptation of the original course to specific

circumstances in each of four other regions; field-testing of the adapted curricula in schools located in the four regions outside the Northeast; evaluation of the original and adapted curricula through a pre-post testing procedure; and development of a manual to facilitate the adaptation of regional curricula to specific circumstances of other localities. The Survey of Occupational Career Interests was used to survey 248 females and 191 males for purposes of developing the initial curriculum in the first year. The adapted version, Profile of Occupational Interests, was used in the second year to survey 953 males and 952 females. The four field test sites were divided into control and experimental groups (those receiving elaborate support services and those who did not). Evaluation indicated the development team/nondevelopment team variable was not significant but that student change was significantly more positive in the experimental classes.

Eckland, Bruce K.; Wisenbaker, Joseph M., "National Longitudinal Study: A Capsule Description of Young Adults Four and One-Half Years After High School. Sponsored Report Series," 1-43, Feb. 1979.
ID No: ED178561 TM009692

The third follow-up survey of the National Longitudinal Study (NLS) of the High School Class of 1972 was conducted from October, 1976 to May, 1977. From the data gathered, some of the following observations were made: (1) postsecondary school attendance declined from 54 to 25 percent from 1972 to 1976; (2) 39 percent of students who started academic programs in 1972 had obtained a bachelor's degree; 26 percent were still enrolled, and 35 percent had dropped out; (3) only 20 percent of those with bachelor's degrees had enrolled in graduate or professional school; (4) 72 percent were working either full or part-time, 9 percent were unemployed, and 19 percent were not in the labor force; (5) 36 percent of the men and 53 percent of the women were or had been married; (6) more persons belonged to a church than to any other voluntary organization; (7) respondents claimed to have experienced little sex discrimination in education; many blacks and Hispanics felt they had experienced racial discrimination in education, although more felt they had been given special advantages because of their race; and (8) nearly two-thirds believed their high schools should have emphasized vocational programs and practical work experiences more.

Eliason, Carol, "Equity Counseling for Community College Women," 1-291, 1979.
ID No: ED187369 JC800288

Articles written by women educators and counselors are provided with accompanying resource information in this five-part monograph which focuses on the need for and the implementation of sex equity vocational counseling at community colleges. Part I examines the role the counselor can play in eliminating the effects of sex stereotyping on the occupational decisions made by women and in making occupational training available to women in areas traditionally dominated by men. Part II discusses the institutional commitment needed to provide sex equity counseling in terms of programs and services, and Part III examines the special needs of various target populations, including minorities, middle-aged women re-entering the job market, displaced homemakers, and welfare recipients. Part IV explores various techniques that can be used in implementing sex equity, including group counseling, workshops, awareness training, life/work planning, community activities and clubs, computerized career counseling, and granting college credit for homemaking and volunteer work experience. Part V describes the exemplary counseling programs and services provided for women students at six community colleges. A bibliography of materials of interest to students, counselors, and administrators is appended.

Evenson, Jill S.; O'Neil, Mary L., "Current Perspectives on the Role of Career Education in Combatting Occupational Sex-Role Stereotyping," 1-40, May 1978.
ID No: ED156916 08 CE017376

A study was conducted to determine the extent to which student needs for nonsexist career guidance and education are met by existing and developing career education strategies at the secondary school level and to propose areas for further development. Through a literature search and the examination of teachers, counselors, and students, a set of needs was identified and organized into three categories: knowledge about occupational sex-role stereotyping and career decision-making; non-sexist attitudes; and behavior or activity to reduce stereotyping and broaden career choice. From the little information available on strategies designed to deal with this problem, it was determined that most strategies concentrate on the knowledge and attitude needs. Factors that contribute to effective strategies were found to include the following: in-service training for school staff; use of content material based on the students' experiences; early intervention; and follow-up support for students. Since career education can play a vital part in reducing sex-role stereotyping, this report recommends that it focus on the above four factors as well as on (1) activities that increase young women's career motivation and help them plan realistically for the future; (2) resource centers for school personnel for non-sexist

career education and curricula materials; (3) evaluation studies; and (4) community-based programs and activities that aid students in increasing career awareness.

Paris, Charlotte J., "State-Wide Vocational In-Service for Reducing Sex Stereotyping and Bias: 1977-78 Report," 1-88, Nov. 1978.
ID No: ED182430 CE023593

An inservice program to reduce sex-stereotyping was conducted in four western New York locations for teams of vocational teachers, guidance counselors, and administrators. Designed to have maximum impact on eliminating sex-stereotyped attitudes, behaviours, and expectations of school personnel and adolescents, four major areas of knowledge were incorporated into two sequential courses: (1) topics and issues related to sex stereotyping and bias, (2) evaluation, (3) strategies for change, and (4) communication and facilitory leadership skills. To minimize the cost of delivery, yet maximize possibility of participants working together, a delivery system combining ten meetings and nine learning packets was developed. Participants planned and, wherever possible, conducted programs or workshops on sex stereotyping; evaluated individual school district plans for meeting sex equity legislative mandates; planned, implemented and evaluated a project; and developed a proposal for funding. A variety of program evaluation methods were used including increases in non-traditional enrollment areas, number of new sex equity contacts made by participants, programs conducted, learning packet logs, individual class and final evaluation, and several group growth evaluations. Initial evaluation results appear to be positive and varied. However, since two teams had not yet completed the course, only tentative conclusions were made. (Thirteen appendixes contain sample announcements, forms, assignments, reports, and evaluation used.)

Farmer, Helen S., "Counseling Programs and Services for Women in Non-Traditional Occupations. Information Series No. 133," 1-65, 1978.
ID No: ED164976 08 CE019620

Focusing on counseling programs and support services for increasing the participation of women (postsecondary level) in occupations traditionally dominated by men, a study examined opportunities, needs, and support systems relevant for women seeking to enter either nontraditional professional or nonprofessional occupations. The data collected covered the following categories: opportunities in nontraditional professional occupations; characteristics of women choosing traditional and nontraditional professional occupations; counseling/support

services for women in math, science, and management; role models used to increase nontraditional participation; counseling services/resources for college women; counseling services aimed at changing change agents; legislative support for women entering nontraditional occupations; participation of and support programs for women in nontraditional, nonprofessional occupations; and apprenticeship training. Positive trends were identified in several nontraditional occupational fields where female enrollments in professional training have increased during the past decade. Seen as a result of several factors rather than the result of any one programmatic effort, these increases were facilitated by legislation and efforts by states and institutions to recruit more women. Promising projects were identified that aimed at influencing educators, parents, and students to change their attitudes and behaviors.

Fish, Mary, "Income Inequality and Employment. R&D Monograph 66," 1-67, 1978.
ID No: ED165011 GE019758

This monograph is a review and analysis of over fifty research and development projects sponsored by the Office of Research and Development which have dealt with welfare recipients and the low-wage employed. The author examines the process by which welfare recipients move into the employed ranks and the extent to which this is accomplished through participation in employment and training programs. It is pointed out by the author that women receiving Aid for Families with Dependent Children (AFDC) fall into three groups: about 10% who are on welfare most of their working years, about 40% who fluctuate between low-income employment and welfare, and about 50% temporarily on welfare because of circumstances. A significant reported finding is that AFDC mothers with the highest education and recent work experience leave welfare more readily than other mothers. In addition, about half of the children of welfare households move out of poverty. According to the author, people move off welfare when they find jobs to enable them to achieve a higher living standard than welfare provides. Studies reviewed by the author demonstrate that 47% of the low-income people employed may remain poor, 25% may be out of poverty most of the time, and 28% may be out of poverty about half of the time.

"Giving Youth a Better Chance. Options for Education, Work, and Service. A Report with Recommendations of the Carnegie Council on Policy Studies in Higher Education," 1-353, 1979.
ID No: ED184383 HE012171

Rising youth unemployment has been arousing increasing concern in nearly all the industrial democracies, while it has become more clear throughout the 1970's that prolongation of schooling has brought severe problems of adjustment for young people who are being held in school through a combination of parental and societal pressures, and are not deriving much benefit from it. Discussed here are the ways these problems are being met in other countries. Chapters address these issues; schooling, employment, and community behavior; special problems of young women; sixteen as the school-leaving age; current reform proposals for schooling, employment, and youth service; education for work and work as education; new directions in vocational education; fundamental restructuring of schools; equality of opportunity (access to education); the responsibilities of postsecondary education; costs and methods of financing reform; better paths into labor markets; employment policies for the deprived; current proposals for youth service; a national education fund as a path to self-help; a balance sheet of costs and benefits to society; and responsibilities of the U.S. Congress, the administration, the states, school districts, mayors and city councils, colleges and universities, and foundations. Appended are "Lessons from Other Industrial Countries," a list of Carnegie Council volumes on education and youth employment, participants and observers of international symposia (1976 and 1977), and a list of experts on aspects of youth problems. A bibliography is included.

Gottfredson, Linda S., "Race and Sex Differences in Occupational Aspirations: Their Development and Consequences for Occupational Segregation," 1-51, 1978.

A study was conducted to examine race and sex differences in occupational aspirations and the role of these differences in perpetuating under- or overrepresentation of women and blacks in different occupations. The underrepresentation of women, especially blacks, in all levels of entrepreneurial jobs was stressed since these jobs constitute a large proportion of all jobs and pay better for less education than other fields. Data from the National Assessment of Educational Progress regarding occupational aspirations, values, and self-reported competencies of thirteen-year-olds, seventeen-year-olds, and adults aged twenty-six to thirty-five were used to examine race and sex differences in orientation to particular types of occupations. Based on these results, speculations were presented about how people adjust their occupational goals in ways that help perpetuate occupational segregation. The following five principles were formulated: (1) society-wide stereotypes about good jobs are mirrored in the occupational aspirations of children; (2) stereotypes about occupations appropriate

for men are different from those for women; (3) these stereotypes are largely the same for all racial and ethnic groups; (4) as children go through adolescence their aspirations become more realistic; (5) and the races and sexes adjust their aspirations towards different sets of occupations. The data implied that strategies to decrease occupational segregation by decreasing educational handicaps will not eradicate all important differences and recommended that more attention be devoted to understanding the socialization processes that lead the races and sexes to seek different jobs.

Gottfredson, Linda S., 'An Analytical Description of Employment According to Race, Sex, Prestige, and Holland Type of Work. Report No. 249,' 1-31, Apr. 1978.
ID No: ED156780 ED018417

Previous work on job availability according to Holland's classification is examined in terms of the following variables: (1) the number of jobs in the U.S. in 1970 by prestige level as well as type of work, (2) the distribution of types of jobs in and out of government service, (3) race and sex differences in type and level of work, and (4) projections for future demand for kinds of labor. The questions raised include: (1) All things except labor demand being equal, what are the chances of getting high versus low level jobs if one enters a realistic rather than a social job? (2) When the distribution of job opportunities does not match the distribution of aspirations of job seekers, how can the counselor encourage realism about job opportunities while at the same time helping individual clients to pursue their aspirations? and (3) Where have women and blacks been most likely to find work in the past and where might opportunities be greatest in the near future? The composition of employment in the U.S. was examined using 1970 data for employed civilians, Holland's occupational typology, and a prestige scale. Results indicate areas where women and blacks are under and over represented.

"Graduate Science Enrollment Stabilized in 1977. Science Resource Studies Highlights, NSF 78-307,' 1-7, May 1978.
ID No: ED156034 HE010150

Growth in the number of graduate students enrolled in science programs appears to have halted in fall 1977; estimates indicate a possible one percent downturn. The slowdown in both full- and part-time enrollment at the graduate level may be attributed in part to a steady increase in the number of job opportunities available to graduates below the doctorate level; other influences include continuing decreases in direct federal support to

graduate students, rising tuition costs and living expenses, and expiration of veterans' benefits. Full-time enrollment of women in graduate science programs has increased steadily between 1972 and 1976; women accounted for a 27 percent share of the full-time total in 1976, compared to an 8 percent share in 1972. Recent emphasis on affirmative action and equal employment opportunity has been influential.

Green, Deborah A., "Women in Apprenticeship for Nontraditional Occupations. Graduate Study Research. Final Report, April 1, 1979-June 30, 1979," 1-111, Nov. 1979.
ID No: ED183939 CE024645

Though women are entering the paid work force in increasing numbers, their distribution across occupational categories is far from even. Women workers are clustered in traditional women's work jobs and represent only five percent of the nation's craft workers. In an effort to discover the motivations, experiences, and attitudes of women in nontraditional occupations, a survey was conducted of Wisconsin women enrolled in apprenticeship training. An initial open-ended questionnaire elicited a variety of factors that influence a woman's decision to enter and to continue in a nontraditional occupation. A second survey instrument yielded quantifiable responses regarding these factors. Highest among the factors which encourage these women to enter a nontraditional occupation were challenge, variety, learning, feeling of pride and self-worth, a sense of accomplishment, and the work itself. Some discouraging factors included working and safety conditions, the lack of supervisory feedback, and such personal concerns as housework and child care responsibilities. The overall impression to emerge from the research is that women in apprenticeship training are committed to their work and willing to endure the inevitable hardships of a nontraditional choice. (The survey instrument is appended.)

Greer, Holly S., "Research to Eliminate Vocational Education Role Stereotyping Effectively. REVERSE, Final Report," 1-222, Oct. 1978.
ID No: ED166564 CE020117

A quasi-experimental field research project was carried out in twenty intact classrooms in eight different schools in the central area of the upper peninsula of Michigan across two semesters. Five hundred and twenty-two public school students participated in a static-group comparison research project, designed to effect changes in student sex role stereotypic attitudes and information accuracy regarding women's activities in the world of work. The intervention in this two-by-two-by-two-by-three factorially designed research project was carried

out by two counselor-teachers, members of the project team. They went into the experimental condition groups once a week and presented, through a variety of approaches, information about career choice options for men and women. Though findings did not carry out the hypotheses of the research staff, some important information did emerge that will be useful for further attempts to eliminate sex stereotyping in vocational education and occupations. Results included some minimal influence of the urban-rural dimension and the treatment dimension upon sex-role stereotypic attitudes, no effects upon information accuracy scores, and a significant treatment effect upon career choice shifts. (Appendixes include (1) facsimile of test instrument, (2) lesson plan outlines for fifth, ninth, and twelfth grades, (3) description of role model teams, (4) teacher and student evaluations, (5) individual student data, and (6-9) Newman-Keuls Procedures.

Gurin, Patricia; Pruitt, Anne, 'Counseling Implications of Black Women's Market Position, Aspirations and Expectancies,' 1-68, Apr. 1978.
ID No: ED157978 UD018519

The major premise of this paper is that career and educational counseling for women, and particularly for black women, needs to be based on an understanding of their market position. Data on black women's options and choices in a discriminatory market, on their occupational and educational aspirations, and on the role of expectations in their work motivation are presented in conjunction with labor market statistics to demonstrate the effects of race and sex discrimination. The implications of these data on the need for special career and educational counseling are discussed. A counseling model, the "Student Development Model for Tomorrow's Higher Education," currently being developed by the College Personnel Association, is utilized to illustrate the ways counseling can serve the career needs of black women. Outlined are the roles of the counselor, the instructor, and other individuals in the guidance process, in helping black college women to alter their position in the labor market.

Buttmacher, Mary Johnson, "Individual and Familial Correlates of Career Salience among Upwardly Mobile College Women. Final Report," 1-559, May 1979.
ID No: ED174827 CE022445

A case study was conducted using a sample of 271 women selected from a state college by a stratified random cluster technique that approximates proportional representation of women in all four classes and all college majors. The data source was an

extensive questionnaire designed to measure the attitudes and behavior of interest. The major dependent variable studied was career salience, defined as follows: the degree to which a woman views work as an important, relatively continuous, activity; considers work important for its intrinsic value and the opportunities it offers for self-expression/accomplishment; and considers career needs in making family decisions. The data analyses tested the power of the deviance and enrichment explanations of the sources of career salience. The findings concerning related individual attributes support the enrichment view, indicating that strongly career-salient women have atypical but internally consistent plans and attitudes based in variant views of the female role. Specifically, career salience is strongly, positively related to self-ratings of ability, educational aspirations/expectations, choosing an occupation that is atypical for women, egalitarian sex role attitudes, and the age one wants to marry and have children. Degree of career salience is strongly, negatively related to the importance of family role-related motivations for college attendance/job choice, desiring to be a teacher, the importance placed on marriage and having children and the amount of influence and degree of closeness to parents, especially mothers. Career salience also seems to increase gradually during the college years.

Halaby, Charles M., 'Sexual Inequality in the Workplace: An Employer-Specific Analysis of Pay Differences. Discussion Paper No. 502-78," 1-48, 1978.
ID No: ED162041 UD018779

Sexual inequality is rooted in systematic male-female differences in employer-employee exchanges of productive resources for employment and pay. In an analysis of the effects of the differential distribution of personnel across the major job classes and hierarchical levels of a large utilities firm, the degree to which the male-female salary gap is due directly to wage discrimination, or indirectly to sex segregation, was determined. An examination of the relation between earnings, position and human capital was used to ascertain the degree and nature of sexual differences in salary regimes. It was found that sex accounted for 31% of the variance in salary, but that most of this difference was due to male-female disparities in schooling and seniority. Further analysis revealed that sexual inequality can be traced to job and rank segregation along sexual lines. While job segregation may reflect the companies' decisions not to consider women for certain positions (or a dearth of qualified women), rank segregation occurs because the company transforms female human capital into higher rank at a lower rate than male capital, that is, promoting men to the highest rank to which their jobs lead but not promoting women hired for the same jobs.

Hamilton, Douglas, "State University Faculties Stuck on Tokenism in Kentucky. Staff Report 79-1, 1-36, Jan. 1979.
ID No: ED174695 WD019491

Statistical data is presented in this report to show that the State supported universities and community colleges of Kentucky had an underrepresentation of blacks among tenured and non-tenured faculty at all universities but Kentucky State in 1977. It is pointed out that there was only slight progress, or no progress at all, at the traditionally white universities toward achieving meaningful levels of black participation between 1975 and 1977. Additional data provided for each of the universities and community colleges in Kentucky illustrate the hiring practices of each with regard to females and other minorities at the faculty level. It is argued that Asians and other minorities have made greater gains proportionately than blacks among the tenured faculty and that the most significant gains for female faculty have been in the Community College System. Recommendations for improving the racial composition and minority representation of Kentucky's higher education faculty are made.

Hamilton, Jack A.; Ross, John D., "Project Equality. Highline Public Schools, Seattle, Washington," 1-35, Jun. 1978.
ID No: ED162106 08 CE018221

This description of career education activities in the Highline Public Schools (Seattle, Washington) was prepared as part of a study conducted to identify evaluated, exemplary career education activities which represent the best of the current career education programs and practices referred to in Public Law 93-380. (See CE 018 212 for the final report of this study.) This document describes one of the ten projects that were selected from among 250 projects submitted. It presents one locale's way of successfully implementing a career education activity, the results of which are educationally significant. Each of the ten projects reported is described in terms of project overview; program development; materials and activities; parent and community involvement; staffing and management; costs; evidence of effectiveness; and conclusions. The ultimate goal of the Highline Equality Project was to expand students' perceptions of occupations open to females and those to males. (The specific objectives dealt primarily with the acquisition and development of media and materials that enhance the availability of choice for all students in the elementary classroom and reflect the changing definition of "women's work.") The primary subjects are identified as K-6 students from a predominantly white, middle-class neighborhood, and the evaluation design is described as a pre- and posttest design using comparable groups of treatment and control students.

Hammond, Edith; Schneider, Mark, "A Paper Commitment: Equal Employment Opportunity in the Kentucky Bureau of State Police--A Report Prepared by the Kentucky Advisory Committee to the U.S. Commission on Civil Rights," 1-25, Jul. 1978.
ID No: ED158033 CE017464

A study was conducted to determine the extent and level of employment of minorities and women as sworn personnel in the Kentucky Bureau of State Police. Data was collected by means of personal interviews with Bureau officials, troopers, police personnel board members, and representatives of civic and nonprofit organizations as well as from Bureau employment records. It was found that (1) women have never been employed on the Bureau's sworn force; (2) minorities are seriously underrepresented, occupying only 2.2 percent of the force positions in 1977; (3) the Bureau has not demonstrated a commitment to equal employment opportunity; (4) as shown in its eligibility requirements that consist in part of job-unrelated selection procedures (physical specifications, veterans preference, a subjective background check, and personnel board approval), the Bureau has not adopted affirmative action policies; (5) significant future gains appear unlikely; and (6) action through federal judicial process is necessary to remedy the situation, and the suspension of funding from the Law Enforcement Assistance Administration is the first step in such action. (A reply from the Bureau commissioner is also included, refuting the study's findings.

Handley, Herbert H.; Walker, Ronald D., "Interaction of Sex Role Bias in Attitudes of Vocational Educators and Students Associated with Students' Entry in Non-Stereotyped Programs of Vocational Education. Final Report," 1-420, Dec. 1978.
ID No: ED176107 CE022742

A study was conducted to assess the relationship of attitudes held by vocational educators, influence of significant others, socioeconomic factors, and the attitudes of students, themselves, to male and female students' enrollment in either traditional or nontraditional programs of study in vocational education. The sample included 641 secondary level vocational students studying in classes traditionally considered "hard core" male or female programs of vocational education and 84 of their educators. Nontraditional subjects included 44 males and 227 females. Six instruments were employed for data collection. Five of these were constructed and validated in pilot studies. They measured career influences and attitudes of teachers and students toward nontraditional studies and work roles for males and females. Results of the study indicated that teacher attitudes, student attitudes (themselves), perceptions of

significant others, and socioeconomic factors, in that order of significance, were useful variables for discriminating between traditional and nontraditional students of both sexes. Ninety-four percent of the female subjects and ninety-eight percent of the male subjects were correctly classified as "traditional" by a discriminant function loading with these variables.

Harmon, Lenore W., 'The Guidance Needs of Women. Information Series No. 149,' 1-22, 1979.
ID No: ED173539 CE019609

Both internal and external barriers prevent women from utilizing equal opportunity. Counselors, teachers, administrators, and researchers must understand the guidance needs of women so that they can help them overcome these barriers. Career and cognitive development theories require individuals to pass through several stages, and according to Maslow's theory, all individuals are subject to the same hierarchy of needs. When counselors are aware of these stages and needs, they can help their female clients first by assessing the status of their development, and then by helping them develop their vocational self-concept. After achieving this goal, counselors can then assess their clients' interests, values, and skills and develop individualized plans for them. The most subtle problem that counselors face is how to present the real barriers that exist in the world of work and in the wife/mother role without discouraging female clients from trying new job roles. Specific recommendations to aid counselors, teachers, administrators, and researchers in comprehending and meeting the guidance needs of women include: (1) being aware of the facts of female employment, of the special skill needs of women and their need for reinforcement; (2) challenging developers of counseling and curricular materials to eliminate sex stereotyping; and (3) developing support groups and programs to develop specific personal skills. (This paper is one in a series of sixteen knowledge transformation papers.)

Howard, Suzanne, "But We Will Persist. A Comparative Research Report on the Status of Women in Academe," 1-93, 1978.
ID No: ED179121 HE010804

A national survey was conducted by the American Association of University Women (AAUW) in 1970 to assess the status of women on U.S. campuses and the extent of their participation at all levels of involvement as students, administrators, faculty, and trustees. The study, 'Campus 1970, Where Do Women Stand?' involved over 450 colleges and universities holding corporate membership in AAUW. An update is provided of "Campus 1970," which was designed to provide information

about changes and trends in the status of women. The earlier report provided data for the years 1967-70, and the more recent survey concentrates on developments from 1973-76. The recent survey sought to identify new programs, structures, and practices that have been initiated by colleges and universities, and problems college presidents have faced and perceived areas of need in complying with the Title IX regulation. Contents of the report are: a summary of the major findings of the study; conclusions and major recommendations for expanding and equalizing women's educational and employment opportunities on campuses; a description of the method of data collection and analysis; a comparison of the 1976 survey sample with the 1970 sample and with related national statistics for colleges and universities; data analysis on the many dimensions of the status of women on the campuses in their roles as students, administrators, and faculty members; and the impact of equal opportunity laws on women. A list of participating colleges and a sample questionnaire are included.

Humburg, Renae Bygel, "Occupational Sex-Role Stereotyping. Effects of a Ninth-Grade Experience-Based Career Education Program on Occupational Sex-Role Stereotyping," 1-13, Feb. 1980.
ID No: ED182559 CE024243

A study was conducted to determine the effects of a ninth-grade experience-based career education (EBCE) program upon occupational sex role stereotyping. Twenty-four volunteers were assigned to the EBCE group and twenty-four assigned to the control group. The career education group met four class periods per week and one full day per week for community resource site exploration. Students explored both traditional occupations for men and women in the community. Positive effect was defined in terms of lower absolute values assigned to occupational sex-role stereotyping scores on an occupational role identification inventory. Findings indicated a significant difference between the EBCE group and the control group on occupational sex role stereotyping measures of the occupational role identification inventory. The EBCE group was significantly less sex stereotyped in their view of the occupational world than was the control group.

Joseph, Myron L., "Selection and Performance in a Gas Utility Company. Final Report, 1-98, May 1978.
ID No: ED164760 CE017142

A study of employment procedures at an unnamed gas utility company was made, examining selection procedures, white and blue collar employee performance, promotion rates, and turnover. The data is based on application files, interviews with

management personnel, and employee records. The company relied primarily on walk-ins and employee referrals for its job applicants. Private employment agencies were used for some specialized white collar jobs. Social agencies and the employment service were sources of black applicants. The company's selection procedures included informal and subjective elements that led to employment preference for white applicants who were related to company employees. Black employees were hired primarily as a consequence of explicit affirmative action by the company's personnel office at headquarters. Variables that had a significant effect on the screening and hiring of new employees were referral sources, aptitude and intelligence tests, and evidence of specific skills and experience. The data suggested the possibility of discrimination against blacks and female employees in performance ratings and promotions. Both blue and white collar workers appeared able to improve their performance indicators through technical job-related courses made available or supported by the company. Short run turnover was highest for employees who were young, female, or black, and who had transferable skills. (Appended are statistics and procedures used in the study.)

Kalvelage, Joan, "The Decline in Female Elementary Principals Since 1928: Riddles and Clues," 1-22, Oct. 1978.
ID No: ED163594 EA011071

In 1928, 55 percent of elementary school principals were women. By 1973, only 20 percent were women. This paper examines research data for explanations of the decline of the percentage of women elementary school principals. Both incompetence and sex discrimination are rejected as explanations. Clues to the decline are traced to the decline of the feminist support system that occurred after women won the vote, to state laws for equal pay for equal work, and to the cult of efficiency that led to the bureaucratization of schools. The bureaucratization of schools entailed a redefinition of the elementary principal's role that clashed with the values and interests of most women, then and now.

Katz, Adolph I.; Scarlatta, Leslie, "Status Report on Women on New Jersey College and University Faculties (1976-77). Research Note 78-1," 1-19, Jan. 1978.
ID No: ED162589 HE010700

Results of a study by the National Center for Education Statistics (NCES) indicate that both the proportion of women on the faculties (at the ranks of professor and assistant professor) in New Jersey universities and four-year colleges, as well as the salaries of women faculty members compared to those of men,

were generally greater than the national average for the academic year 1976-77. Data are presented on the proportion of women on college and university faculties in New Jersey and in the United States as a whole and on the percent difference between the average salary of women and men faculty members. Comparative data for New Jersey, New York, and Pennsylvania and for four-year and two-year colleges are provided. Tables compare the status of women on New Jersey college and university faculties with women in 14 comparable states. Comparative data are also presented on the status of women in New Jersey public and independent colleges and universities, in the United States as a whole, and in 14 comparable states. The NCES classification system showing the control and level of New Jersey institutions is included.

Haufman, Jack J., "A Report of a Study of Sex Bias Perceptions in Idaho Vocational Programs. Final Report," 1-80, Sept. 1979.
ID No: ED171968 CEd21619

A study was conducted to determine the degree, if any, of sex discrimination resulting from sex bias within vocational programs in the state of Idaho. The following three objectives were developed: (1) to determine the proportion, by sex, of administrators, teachers, counselors, and students making up the population of participants in vocational programs presently being funded in the state; (2) to assess the degree of sex bias of administrators, teachers, and counselors of vocational programs in the state; and (3) to collect and assess data from leaders in the sex equity movement which might be used by the Idaho State Division of Vocational Education to develop guidelines for enrollment proportions for reimbursed vocational programs within the state. The study resulted in achievement of the first two objectives, but insufficient returns from the limited number of identified leaders in sex equity precluded attainment of the third objective. The study found that Idaho vocational educators feel more overall dissatisfaction with student male/female proportions than with teacher proportions. For those vocational areas in which disparity by sex exists in student enrollments, vocational educators felt that the disparities were neither satisfactory nor ideal. The enrollments were, however, considered both practical and satisfactory to the community.

Kane, Roslyn D., "Preparing Women to Teach Non-Traditional Vocational Education. Information Series No. 137," 1-60, 1978.
ID No: ED164978 08 CEd19624

The impetus for developing a model to retrain women teachers and skilled women to become teachers in traditionally male-

intensive secondary vocational education has emerged from a combination of problems and issues. The most pertinent of these involve the factors of supply and demand, coupled with the need to reduce sex stereotyping and bias in employment. A retraining program should respond to the need for female teachers in male-intensive vocational programs by state and should identify where the need for such a program is greatest. The major conceptual issues that must be addressed in proposing a retraining model include the characteristics of the women for whom the program is being designed, the certification requirements of the state, job growth potential, and time required to attain skill levels and operate the retraining model. Other factors involved in planning the model are evaluation, funding sources, and packaging the program. The two areas that consistently offer the most opportunities for employing teachers in male-intensive vocational programs in most states are trade and industrial education and industrial arts. Some aspects to consider in retraining women in these areas are program design, work experience, competency-based programs, and preservice and inservice training. Recruitment practices, selection of applicants for pilot programs counseling, and various support programs just be carefully planned to insure that the first group of women entering these positions has a positive and successful experience.

Konek, Carol W., "Project DELTA, Wichita State University. Final Report," 1-113, Apr. 1979.
ID No: ED179153 HE011978

Project DELTA (Design for Equity: Leadership, Training, Attitudes) at Wichita State University was funded by the Women's Educational Equity Act to develop an exportable model for enhancing the entry of women into, and the advancement of women within, leadership and decision-making roles in higher education. The project employed a capacity-building approach to institutional change by conducting workshops and seminars for faculty, administrators, and support personnel. The project also supported the initiation and implementation of equity goals on the part of individuals and administrative units. It supported the development of a regional network for enhancing leadership opportunities for professional women in higher education, and offered intensive leadership training to leadership teams from institutions of postsecondary education in Federal Region VII. Project staff compiled a leadership manual, "Design for Equity: Women and Leadership in Higher Education," to be disseminated to individuals and institutions working for increased representation of women in leadership positions. Project staff also developed a battery of bias-free instruments for the self-assessment of qualities related to sex role attitudes and values, role satisfaction, decision-making strategies, and

leadership style. These instruments were pilot tested with samples of male and female faculty and administrators from Federal Region VII, and the instruments were administered to similar groups in a national validation sample. An evaluation report and additional materials are appended.

Lazar, Joyce Barham, "The Status of Research on Women in the 70's," 1-24, Jan. 1978.
ID No: ED156579 S0010973

This document discusses the current status of women, the current areas in need of research, and makes specific recommendations. Current status is described in terms of women's employment, mental health, and drug abuse. More than half of today's women are employed but they are clustered in the lowest paying occupations. More women than men report that they experience symptoms of depression and that they are taking barbituates for medical purposes. Research needs in women's studies include: the need for basic research into such topics as sex role specialization and biological bases of sex role; women's health areas including psychotherapy, physical and mental health services; and research into the future needs of women in the 1980's. The document emphasizes that women's health research should not be planned, developed, reviewed, funded, or conducted without the participation of competent, informed women at every stage of the process. The baby boom of the 50's, the increasing numbers of single women, and increasing divorce rates among other factors forbade a number of unique problems arising in the 1980's. A list of references concludes part one of the document. Part two emphasizes research which is needed on women of all ages, including the study of the stresses women encounter when entering male-dominated occupations and the social, psychological, and achievement implications of single status and childless marriage.

Leiterman-Stock, Peggy, "Attitudinal and Behavioral Change of Advisors and Students: Sex Role Stereotyping and Sex Bias in Vocational Choice," 1-244, Dec. 1978.
ED173713 GE022743

This study attempted to determine whether presentation of current information on men and women, their achievement patterns, and the world of work, coupled with examination of one's own stereotyped attitudes and biases, could effect both attitudinal and behavioral change in volunteer college student and academic advisor (department head) participants. A Randomized Solomon Four-Group design was employed with the 146 students and a pre-posttest design with the 49 faculty. The intervention strategy used to influence student behavior and attitudes consisted of six three-hour career/life planning

workshops designed to assist students in discovering their interests, strengths and weaknesses, values, lifestyle choices, and examination of their own sex bias and stereotypes where career choice is concerned. The working format brought trained facilitators together with small groups of students (four or five) for structured exercises, while the faculty segment involved presentation of current information on women at two workshops. The interventions for both students and faculty failed to produce the desired effect as measured by the Attitude Toward Women Scale (AWS) and the Advisor Rating Scale (included in the appendices). Interpretation of the results raises the question of male students (and faculty members, too) who may be test-wise on this issue, since resistance to the sessions of sex-role stereotyping was not congruent with male students' liberal scores. It is also possible that the AWS measured only a portion of the treatment's effect while constituting a part of the treatment itself. Workshop evaluation forms support the idea that workshops were indeed helpful and worthwhile. (Report contains data tables and instrumentation used.)

Levine, David O., "The Condition of Women in Higher Education: A Decade of Progress, An Uncertain Future. Background Paper," 1-80, Jan. 1979.
ID No: ED184447 HE012472

Information on the participation of women and minorities in all fields and at most levels in American colleges and universities is presented, the condition of these underrepresented groups in the academic profession is examined, and future trends for the profession are projected. Enrollment data by type of institution, level of study, and various fields of study are presented for a number of decades, and in some cases from 1920-77. The number of doctorate degrees granted to women from 1973-76 by the 99 leading institutions is indicated. Appended materials provide a more detailed analysis of the availability of recent doctorate recipients with a detailed listing of subfields. Data indicate that since 1965, the number of women baccalaureates produced in an academic year has nearly doubled, and the proportion of women awarded doctorates has doubled in the past decade. Minority students are underrepresented in universities and professional programs: over 50 percent of all black college students attended a two-year college in 1976. Women are underrepresented in the academic labor pool, and minorities are even less represented. Areas of employment entered by 1960-74 Ph.D's for men and women by field of doctorate are designated. Data on the sex and ethnic composition of American faculty, by rank, are presented. Findings indicate that the professoriate, particularly at the higher ranks, remains overwhelmingly white and male. It is concluded that

affirmative action efforts will face difficulties in the future because of increasing retrenchment.

Litchfield, Carolyn G., 'A Research Project to Determine the Reasons for an Imbalance of Women in Administrative Positions in Vocational Education. Final Report," 1-511, Jan. 1980.
ID No: ED182515 CE024059

Components of a project to assess the reasons for the imbalance of women in administrative positions in vocational education were research, synthesization, and evaluation. Phase 1 of the five-phase research study, a literature review, identified internal and external barriers. Mail surveys in phases 2 and 3 identified attitudes, perceptions, and aspiration of Kentucky vocational education teachers toward accepting employment as administrators and of individuals who hire administrators for vocational education. Phase 4, an interview study, identified policies and practices regarding the employment of vocational administrators. Phase 5 consisted of employer evaluations of matched resumes to identify biased attitudes in administrator selection. The obtained data and input from an advisory committee and consultants were utilized to develop realistic strategies and a plan of action to eliminate the imbalance of women in the administration of vocational education in Kentucky. Project results were evaluated in two stages. Evaluation of the research component in state 1 was performed by a consultant with demonstrated expertise in the areas of attitude assessment and survey research. Evaluation of the synthesization component in stage 2 was performed by a consultant with expertise in administration and sex equity. (Instruments are appended.)

"Management Training Programs of Women and Minorities. Survey, Increasing Participation of Women and Minorities in Education R&D," 1-198, Mar. 1978.
ID No: ED156913 08 CE017348

Based on the assumption that educational research and development (R&D) requires the same technical managerial skills as any other business organization, this survey examined fifty management training programs for women and/or minorities in eighteen business, academic, and industrial settings. Information gathered on courses, workshops, and seminars especially designed for women and/or minorities is compiled by institution in Appendix A. The subjects of these programs are then divided into twenty-four categories in Appendix B, and three participant levels (interested, entry-level, and established) are indicated; this format is used to highlight the areas of need as well as the available sources. It was concluded that (1) management training programs rarely

address the needs of women and/or minorities; (2) courses directed toward female managers are usually aimed at entry-level positions; (3) vital topics, such as finance and budgeting, professional development, power and management, managing time, and assertiveness training, are neglected in these programs; and (4) in general, management is a new and experimental field for women and minorities.

McCauliff, Mary Lou; Askew, Ken E., Jr., "Availability Data and Recruitability Factors for Academic Units Within Communications and Fine Arts," 1-249, Oct. 1979.
ID No: ED188251 CS502929

This report presents information drawn from a two-part study undertaken by the College of Communications and Fine Arts at Southern Illinois University (Carbondale) as part of that university's affirmative action efforts with regard to recruiting and hiring minority group members and females. The first chapter of the report presents the background of the study, its rationale, and its objectives. The second chapter discusses each of the two phases of the study. (The first phase concerned the gathering of availability data to be used in generating affirmative action goals for the eight academic areas within the College and for similar areas at other universities; the second phase sought to determine what percentage of females and minorities identified in Phase One were "recruitable.") The third chapter presents an analysis of Phase One results for the areas of art, music, radio and television, theatre, speech pathology and audiology, speech communication, cinema, photography, and journalism and Phase Two results for the areas of music, radio and television, theatre, speech pathology, and audiology, speech communication, cinema, and journalism. The fourth chapter offers conclusions. Seven appendixes provide lists of graduate program directories, of programs offering degrees required for faculty employment in the College of Communications and Fine Arts, and of professional organization membership directories, as well as copies of forms used in each phase of the study.

Meyer, Herbert H.; Lee, Mary Jean, "Women in Traditionally Male Jobs: The Experiences of Ten Public Utility Companies. R & D Monograph 65," 1-142, 1978.
ID No: ED167752 CE019757

A study explored the results of programs designed to move women into traditionally male jobs (both managerial and blue collar) in ten public utility companies. The focus of the study was on the experiences of 164 women in such jobs and on the attitudes of their supervisors, male peers, and subordinates toward the companies' attempts to overcome job discrimination

based on sex. The study also explored the impact of the women's new job patterns on their relationships with peers, parents, husbands, male friends, and children. The findings indicated that the experiences of the ten companies were considerably more positive than negative. Most of the women were seen to be performing well in their new jobs, although those in blue collar positions encountered more difficulties in the form of inadequate prior training and harassment from male peers. There was also considerable evidence that negative attitudes and expectations on the part of male supervisors and peers were likely to change rapidly when the supervisors and peers had an opportunity to observe a woman performing effectively in a nontraditional job. Companies making the most progress in providing equal opportunities for women were those which planned the transition carefully, involved first-line supervisors in the planning, and provided central staff monitoring and guidance to managers attempting to meet Equal Employment Opportunity goals. (Interview outlines and data analysis procedures are appended and graphs, tables, and references are included.)

Mezirow, Jack; Marsick, Victoria, 'Education for Perspective Transformation. Women's Re-entry Programs in Community Colleges,' 1-63, 1978.
ID No: ED166367 CE018057

The national field study of women's re-entry programs in community colleges reported here was done to identify factors that impeded or facilitated the progress of these programs. After an introduction, the content is presented in three sections. The first section deals with perspective transformation, the adult development process occurring in the personal development of women participating in college re-entry programs. It first describes the process by which culturally induced dependency roles and relationships are recognized and action is taken to overcome them. The process is then analyzed in terms of re-entry patterns and process phases. Then follows a discussion on how re-entry programs facilitate building self-confidence and constructing a support structure. In section 2, the focus is on program dynamics, including program types, setting goals, relations within the college, and program directors and staff. The last section, on assessing change, briefly covers psychometric approaches and assessing perspective discrepancy.

Mitchell, Winnie Gentile, 'Warning: Vocational Counseling Can Be Detrimental to Women's Career Development,' 1-18, Oct. 1979.
ID No: ED181360 C6014083

The ideology of a feminine role is instrumental in maintaining the present economic structure that limits women's participation in the labor market. Women face special problems in their career development due to the socialization that prepares them mainly for homemaking, and a job market that continues to discriminate against them. A review of the literature examines how vocational counseling participates with the larger society in promoting limited work role functions for women. Recent developments of theories and tools attempt to diminish sex bias in vocational counseling. A review of research findings supports that there can be a better understanding of the process of career development for women. Counselors are encouraged to draw on the cumulative data on women to develop an approach that will better address itself to the special career and life planning issues encountered by women. A model is offered which outlines the causal relationship among various factors associated with obstacles to women's career development, and which can serve as a theoretical framework from which a systematic approach to counseling women can be developed.

"Montana Women on the Move," 1-87, Jan. 1978.

ID No: ED167705 CE018022

This labor market report contains data on the status of working women in Montana. It has eight sections with numerous graphs and statistical tables, most of which give state and national figures. Section 1 presents female labor force characteristics and compares the status of working women with that of men. Section 2 gives an overview of female employment by industrial and occupational attachment. Section 3, on Montana women and government employment, contains a reprint of the 1977 report of the state Equal Employment Opportunity Bureau and an analysis of the report. Section 4 discusses the earnings gap between men and women. Section 5 provides information on occupational attachment of unemployed females and job service activities involving female applicants. Section 6 discusses trends of female educational attainment. Section 7 gives a brief description of the laws affecting Montana women, guidelines to determine if a discriminatory problem exists, and information on where to go for help. Section 8 discusses the social changes which point to increased participation by women in the labor force and makes recommendations for how women can prepare for their future in the labor market.

Neely, Margery A.; Wilson, Alfred E., "A Program to Overcome Sex Bias Barriers in Women's Qualifications for Vocational Administration Posts. Final Report," 1-331, Aug. 1976.

ID No: ED166391 08 CE019217

A study was performed to develop procedures for assisting women who aspire to vocational administration posts but who do not have required work experience outside of education. The project (1) surveyed attitudes, barriers, and the employment picture in Kansas and (2) determined the effectiveness of a portfolio guide for describing unpaid work experiences where administrative competencies were acquired. Questionnaires were sent to a random sample of vocational education personnel. Results were used to design a support-personal-growth workshop to reduce stereotypes and to design the experiential portfolio guide. Women vocational education teachers volunteered to develop portfolios of their administrative skills. The portfolios were analyzed and rated by vocational education administrators on competency dimensions as well as on overall qualifications. Six portfolio authors attended an assessment session and completed criterion measures for a study of the portfolio validity. Reliability was calculated on ratings and criterion. Survey results showed a few annual openings and few differences between women aspirants and administrators on attitudes, etc. Portfolio ratings had a median reliability of .60. Adequate validity was found for portfolio dimensions, given the small, self-selected sample.

Nelson, Anne H., 'The One World of Working Women. Monograph No. 1,' 1-19, Aug. 1978.
ID No: ED170484 CE019973

Women of many nations, particularly the industrialized countries, are achieving greater opportunity and equality in the working world. The rate at which women are joining the work force has confounded all predictions and created unexpected difficulties in securing equal pay and access to jobs and training. The most direct discrimination, separate wage scales for men and women, has been resolved for most occupations in the industrialized countries. Yet women's earnings remain substantially lower than men's. Sweden is regarded as a model for other countries because it considers married women an important source of labor and has made provisions to accommodate them in the labor force. International organizations have given increasing attention to women's employment issues. The International Labor Organization has emphasized education and training for women and a review of the effects of social security systems on women. The United Nations has provided for development of regional plans to achieve equality for women and to integrate women into their nation's development efforts. In general, labor unions have moved as slowly as employers in pressing for equal treatment for women. Working women's networks, formal and informal contacts among women for advice and assistance, are becoming an important force internationally.

Hoel, Dorothy Elizabeth, "Socialization, Ambition, and Career Expectations: Race-Sex Variations Among Adolescents," 1-203, Aug. 1978.
ID No: ED168736 NC010973

The primary objective of the largely exploratory study was an empirical examination of familial socialization practices and their influence on ambition (measured as education and occupational expectations) of black and white males and females. Existing generalizations about career expectations were extended by establishing comparisons on the basis of sex and race, and by adding indicators of family structure, parental socialization practices and sex-specific behavioral patterns. Twenty-nine hypotheses were tested to determine if parental socialization practices would vary by race and sex of respondents, as suggested by existing literature. The actual results differed markedly from those expected. Major findings were that social origin influenced the career plans of all males more than all females and that early marriage plans of black females were associated with high occupational expectations. There also appeared to be research implications for the development of a concept of sex roles. The data base, an unbiased subsample of a larger 1970 cross sectional youth study, consisted of questionnaire responses from 2170 black and white male and female seniors from Louisiana public and private high schools. Appendices include the questionnaire and a comparison of data sets.

Morris, Lila, "Sex Differences in the Career Decision-Making Process. Final Report," 1-183, Mar. 1978.
ID No: ED160833 08 CE018120

Observations of career decision-making (CDM) behaviors of college students were analyzed to investigate how variations in the CDM process may be associated with age, sex, and "sex-typed" values. This descriptive study was based on records of students' interactions with the computer-based System of Interactive Guidance and Information (SIGI). First, the effects of age and sex on a wide range of CDM variables were examined. Then, for groups classified as having values "typical" or "atypical" of each sex, statistical analyses were made of differences and similarities in such behaviors as preferences for major fields of interest and kinds of occupations chosen. Effects of initial status on CDM variables were sometimes found when age and sex effects were absent. Age differences were relatively infrequent and small. While sex differences tended to confirm the usual sex stereotypes, the two 'typical' sub-groups accounted for many of these differences. Differences between the "typical" and "atypical" sub-groups within each sex often paralleled those between the sexes. Findings show that there is a precedent for people of either sex, who want

to escape sex-role stereotypes and seek career satisfactions in terms of their own values. A major conclusion is that similarities between age and sex groups in the CDM process outweigh differences and justify "sex-blind" guidance, such as facilitated by the SIGI program. (An illustration of a student's interaction with SIGI is included.)

Northrup, Herbert R.; Larson, John A., 'The Impact of the AT&T-
EEO Consent Decree. Labor Relations and Public Policy
Series No. 20,' 1-239, 1979.
ID No: ED180068 EA012210

The consent decree agreed to in January 1973 by the American Telephone and Telegraph Company (AT&T), the United States Equal Employment Opportunity Commission (EEOC), the Department of Justice, and the Department of Labor was a milestone of EEOC enforcement. Large amounts of back pay were paid to women and minorities, and goals were set which, as interpreted, had to be met for the company to stay in compliance. This study attempts to determine the effects of this decree. The Bell System provided the information and the authors interviewed system officials and operating personnel in all areas of the country. The study begins by summarizing developments leading up to the decree and explaining the decree's terms. A projection is made of future trends and the effects these will have on the composition of the labor force in the Bell System. The study considered the implications of the decree on quality of the labor force, organizational structure, role of the supervisor, discipline of personnel, employee attitudes, and union relations. The changes in the race-sex composition of the AT&T labor force occurring since 1973 are examined at the national and regional levels. The final section assesses the overall results of the program and their implications for the major firms in American industry.

'On Campus with Women, No. 24, Summer/Fall 1979," 1-19, 1979.
ID No: ED187273 HE012748

Addressed in this issue are: Title IX (right to sue, coverage of employment, a women's reentry program in violation of the law, law students filing a complaint, and disclosure of campus policies); sports (males on female teams, a statewide women's sports group, the average woman and sports, and a bibliography); employment (race preference in affirmative action, faculty salaries, tenure, career patterns of women in education, paternity leave, discrimination in fringe benefits, alternative schedules, career development); women's education (quotas in college admission, enrollment trends, graduate school programs especially for women, a study of sex roles, women's centers, data on women in academe, women's studies, off-campus work

programs, sexism in counseling and therapy); sexual harassment and rape (within the faculty or between faculty member and student); women in science (graduate study, barriers, and discrimination); reentry women (career change, returning women); and general resources (a proposal critique service, information dissemination, and others resources).

Ott, Mary Diederich, "The Identification of Factors Associated with Sex-Role Stereotyping in Occupational Education. (Phase I) Final Report," 1-81, Dec. 1978.
ID No: ED166410 CE019515

Factors associated with fostering and overcoming sex-role stereotyping in secondary level occupational education in New York State were identified during the first of a two-phase project. The first phase, a pilot study, focused on the program area of Trade, Industrial, and Service Education. (Phase II will involve an expanded analysis of factors related to sex-role stereotyping in occupational education in New York State. This phase is expected to include data from two levels of students--11th and 12th graders currently in selected programs and 10th graders who may or may not enroll in such programs in the future.) Students and parents at four schools were surveyed, and, following the survey, students in the designated program areas were interviewed in small groups. The results indicated that students in fields that are traditional for their sex (1) usually had enrolled in their first choice of program, and had not preferred a non-traditional program; (2) rated themselves, their parents, and their guidance counselors as more important than their friends in the choice of an occupational program; and (3) were largely unaware of their parents' attitudes toward their studying a wide choice of fields. Although parents' attitudes paralleled the stereotyped course enrollments to some extent, a larger percentage of the parents indicated potential support for boys and girls in non-traditional fields than the percentage of such students in these fields. (Seventeen tables are attached.)

Ott, Mary Diederich, "The Identification of Factors Associated with Sex-Role Stereotyping in Occupational Education," 1-196, Mar. 1980.
ID No: ED186671 CE025188

An expanded analysis of factors related to sex-role stereotyping in New York State (which were identified in phase I) was conducted in the second (final) phase of the project. (See Note for report on phase I.) Data were collected by surveying occupational education students--generally 11th and 12th graders--in selected programs in the trade, industrial, and service areas; 10th graders in general high school courses;

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parents; teachers; and counselors. Tenth grade survey results indicated that 33% of boys and 55% of girls considered (although few actually planned to take) nontraditional courses, and ways to encourage nontraditional course choice differed for girls and boys. Surveys of occupational education students showed that fathers were more helpful to boys than girls in traditionally male programs, and students perceived parents' sex-stereotyped attitudes toward programs. Counselor and teacher survey findings indicated all but one of forty-six teachers were in fields traditional for their sexes, most teachers and counselors had not attended sex-equity workshops, 90% felt boys and girls should be encouraged to take nontraditional courses, and a positive association existed between a teacher's personal efforts to increase nontraditional enrollment and presence of nontraditional students in the instructor's classes. (Survey instruments are appended.)

Packard, Sandra, "Tottering on the Brink. The Future of Women Art Faculty in Higher Education," 1-23, Jan. 1978.
ID No: ED158636 HE010301

Current trends and forces that may deter the future of women art faculty in higher education were examined. Women have been acquiring the necessary credentials for employment and promotion in art departments, but they are balanced between a future of full participation in academe and a decline to tokenism. Women constitute over 50 percent of the undergraduate art majors, but the percentage of women in art faculties has been declining to a low of 19.5 percent in 1974, and the status of women in art administration is even lower. Hiring, promotion, tenure, and salary differentials have been discriminatory against women. Women are not fairly represented on art studies, art education, or art history faculties. Lack of visibility in exhibitions, publications, and on college faculties has made it difficult for women to present themselves as serious artists and teachers. The influence of the women's movement on attitudes and social change, laws which prohibit discrimination in education and employment, and affirmative action programs are discussed.

Paddock, Susan, "Careers in Educational Administration: Are Women the Exception?" 1-24, Jan. 1978.
ID No: ED149468 EA010286

Fifty percent (260) of the women in the United States identified as holding positions of superintendents, assistant/associate superintendents, and high school principals responded to questionnaires concerning career contingencies, career patterns, and career attitudes. Based on data from previous studies of men administrators, the women were, as a group, more heterogeneous

as revealed by the informal career attributes of marital status, race, religion, and politics. Women have less geographical mobility than men. More women have only a bachelor's degree; however, more women superintendents (33 percent) than men superintendents (12 percent) have obtained doctorates. Women entered teaching earlier than did men, but their teaching careers were often discontinuous. Further, women decided to enter administration and to seek advanced degrees when they were older than their male counterparts. Women find job characteristics more important than position title or salary, and experience higher job satisfaction than men.

Pinsonnault, Judy, "Children's Occupational Stereotypes as a Function of Classification Skill and Grade Level," 1-43, 1979.
ID No: ED183935 CE024619

A study was conducted to determine if children's level of classification skill would mediate the development of their occupational stereotypes. The intent of the study was to describe differences in such stereotypes that occurred at different levels of grade and classification skill, as well as to extend the data dealing with sex differences in occupational stereotypes. Seventy-two children, thirty-five males and thirty-seven females, from grades 1, 3, and 5 of a Catholic elementary school responded to an instrument that measured their gender stereotyping of adult occupations. Prior to the administration of the dependent measure, the subjects completed a series of standard Piagetian tasks which divided them into three levels of cognitive development with regard to classification skills. Findings indicate that (1) grade effects occurred between grade 1 and the two upper grades, (2) subjects possessing multiple classification abilities differed from those in the two lower levels of classification skill, and (3) children of both sexes at all grades and levels of classification skill were markedly flexible in their responses when compared to an adult validation sample. (Implications for programs of career education are discussed in terms of social learning and cognitive developmental theories.)

Polit, Denise, "Utilization of Women in Industrial Career Fields. Final Report for Period 14 March 1977-28 April 1978," 1-162, Mar. 1979.
ID No: ED170508 CE020313

To expand the use of women in nontraditional industrial careers, the U.S. Air Force examined the questions of recruiting, selecting, and training women for traditionally male blue collar work. An extensive review of the literature revealed that

little empirical data on the effectiveness of various administrative policies had been collected. The Air Force also collected original data concerning civilian policies on the use of women in nontraditional industrial careers. A pilot study was performed in which information was collected from three industrial corporations employing a significant number of women in skilled industrial jobs; questionnaires were administered to personnel administrators, frontline supervisors, and managers. Based on the literature review, the data analysis, and recommendations by respondents in the pilot study, it was recommended that the Air Force (among other things) (1) offer extensive counseling to new recruits and enlisted women, (2) emphasize the positive aspects of nontraditional jobs such as good pay and job security, (3) sensitize key personnel to Air Force policies affecting women, (4) communicate Air Force policies concerning women in a highly visible manner, (5) eliminate sexist language from all Air Force communications, and (6) perform an organizational audit to gather data on Air Force policies affecting women and identify where the biggest problem areas are. (Appended are a partially annotated bibliography, the methodology for the literature review, and the pilot study instruments.)

"Private Sector Affirmative Action: Omaha," 1-52, Mar. 1979.
ID No: ED177270 UD019845

This report examines the state of employment opportunity for women and minorities in Omaha, Nebraska. The economic setting of Omaha is described. The two key segments of affirmative action in Omaha, recruitment and career ladder opportunities, are discussed. The role of pre-employment programs such as the job service, schools, apprenticeship programs, and private agencies such as the National Alliance of Businessmen are examined. Data on actual employment practices of Omaha employers are presented. The efforts of employers, Federal agencies, and community groups to make affirmative action programs work are reviewed. Findings and recommendations made by the Advisory Committee concerning the improvement of employment opportunities and status of women and minorities are outlined.

"Profile of a Woman Officer: Findings of a Study of Executives in America's 1300 Largest Companies," 1-11, 1978.
ID No: ED176152 CG013753

The typical woman officer from the nation's largest industrial, banking, retail and utility companies is married, at least 50 years of age, has had some college, was born into a family of low or lower middle class income, and has a work salary of less than \$30,000. While the number of women officers in leading

business organizations is small, the total has been growing impressively. The majority of the survey participants remain long-service employees who have been promoted from clerical ranks into officer roles. The proportion of women officers whose education, career history, and compensation level bears similarity to senior level males in the work place is, however, still very small.

"Research for Women: Sex Stereotyping, Non-Traditional Jobs, and Vocational Training. Final Report," 1-207, 1979.
ID No: ED176060 CE022137

To determine the feasibility of developing skills training programs for women interested in skilled labor employment, a year-long study examined the problems surrounding the influx of women into skilled labor occupations and the elements which define success in gaining employment. The study was conducted in two phases: an exploratory phase and a descriptive phase. The exploratory phase consisted of a literature review and thirty interviews with employers, union officials, women in skilled labor, and directors of community organizations. This resulted in the development of our questionnaires: for employers, male workers in skilled labor, unemployed women, and working women. These groups were split according to specific sectors: public, private, utilities, military, unemployed women, and employers. In phase 2 the questionnaires were administered to 489 men and women within these sectors. Findings included the following: (1) younger male workers seem to be less traditional in their stated attitudes regarding women, (2) non-working women indicated that the most important reasons for desiring non-traditional work are money and the challenge, (3) two-thirds of the employers believe women are capable of learning most skilled labor jobs, and (4) the working women population has received little, if any, vocational training. (Questionnaires and codebooks are appended.)

Richardson, Judy M.; Thomas, Alice M., "Evaluation of 'Women in Careers' Program," 1-107, Jul. 1978.
ID No: ED170481 CE019877

A three-year program was conducted at St. Olaf College to develop new awareness and sensitivity toward changing roles of women and men among a variety of audiences including students, faculty, administrators, spouses of faculty, and parents. The major components of the program were (1) a Career Advisory Panel of ten women successful in nontraditional careers for women; (2) an annual scholar-in-residence who worked with faculty and taught a women's studies course; (3) summer study grants for faculty research on topics related to women's studies or the changing roles of women and men; and (4) a

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career counselor who coordinated the activities of the Career Advisory Panel, planned programs, and counseled students in life planning, job search strategies, and issues related to changing sex roles. For both men and women students, data were gathered on choice of major (1974-1977); immediate post-baccalaureate occupation; attitudes toward the roles of men and women (1976 and 1978); expectations regarding level of education, success in future work, and lifestyles; and use and evaluation of the career counselor, the Career Advisory Panel, and the women's studies courses. Questionnaires and evaluation forms were also used to gather information on the helpfulness of programs and their perceived impact, and the Career Advisory Panel members were asked to assess the programs they were involved in. The analyses showed that, although there was only slight evidence of change in the student body as a whole, the program had definite impact on some students and some impact on many students, both male and female.

Rivlin, Harry N., "Advantage: Disadvantaged Gifted. Presentations from the Third National Conference on Disadvantaged Gifted," 1-94, Jan. 1978.
ID No: ED164709 UD019005

The presentations in this volume deal with various aspects of education for the gifted disadvantaged. Maija Blauberger describes disadvantages experienced by gifted and talented girls in obtaining access to opportunities for achievement congruent with their potentialities. Some of the topics examined are sexist barriers, marriage, institutional and societal support, and motivation and self-concept. A paper by Moshe Smilansky and David Nevo presents a longitudinal study of gifted disadvantaged youth in Israel, and suggests the possibility of experimental programs for gifted disadvantaged young people and the importance of evaluating such programs through longitudinal studies. Harry N. Rivlin points out the roles ethnicity and cultural pluralism play in approaches to educating the gifted disadvantaged. Ed Dodson and Bruce Mitchell present a model that involves the participation of gifted and minority students in planning their educational planning. Lynn H. Fox discusses the role effective career education programs can play in helping girls overcome sociocultural pressures which often prevent them from seeking careers in science and mathematics. Mary M. Frasier examines the educational implications of different cognitive factors in culturally different children. Culturally different children and social barriers which restrict them is the subject of Severo Gomez's presentation. A poem by Soon-Teck Oh describes the feelings and experiences of Japanese Americans during World War II. References and resource lists are provided for most of the presentations.

Roby, Pamela Ann, 'Toward Full Equality: More Job Education for Women,' 1-37, Apr. 1978.
ID No: ED157976 DD018517

Vocational education programs have been growing steadily. Despite this growth, the needs of women for vocational education have not yet been given serious attention. The first hurdle that girls and women seeking vocational education confront is admission. They must fulfill all the admission criteria concerning intelligence and educational experience normally required of men and, in addition, must overcome some barriers not experienced by men. Once admitted, they face common school practices which involve tracking men and women according to sex roles. Assuming access into vocational education programs, women are confronted by a series of other problems. These barriers consist of the feasibility of combining school with obligations to family and children, and counselors who reinforce stereotypes that prevent women from thinking more broadly about career decisions. Policy makers, administrators, and program developers could assist high school girls by removing all barriers to their entry into schools and courses for which they otherwise qualify and by reviewing the curriculum and counseling materials for misleading stereotypes. At the post secondary level, women could be helped if child care at low sliding scale rates were provided, thus enabling mothers to attend school.

Rose, Clare, "Distribution of Women Scientists: The Numbers Are Misleading. The Academic Employment Patterns of Women and Men Scientists Differ Across Fields and in Status," 1-21, Aug. 1979.
ID No: ED180349 HE012082

Academic employment patterns of women and men scientists in eight disciplines were studied. The primary data source was the National Science Foundation's (NSF) annual surveys of "Scientific and Engineering Personnel Employed at Universities and Colleges." Data were also obtained from site visits from a representative sample of nine of the total 50 leading doctorate-granting institutions included in the study. It was found that a greater percentage of women are employed in large and in prestigious institutions. Women are being employed in the top-ranked departments in the 50 leading doctorate-granting universities, a finding which implies a significant gain in status for women in academe. However, the positions that these women occupy could not be identified from the NSF data. Women were the most prominent in psychology, comprising 25 percent of the employees, and least prominent in engineering, comprising only three percent of the employees. Women continue to be concentrated in the life science, the social sciences, and psychology; they

continue to be least visible in the technical disciplines such as engineering and the physical sciences. Women scientists were found to be concentrated in the very largest institutions; women in the social sciences were almost equally represented in small and large schools. Many women scientists were found to be in nontenured research positions.

Rose, Clare, "The Study of Women Scientists/Engineers in Academe," 1-36, Aug. 1979.
ID No: ED180352 HE012085

Academic employment and graduate enrollment trends of women scientists/engineers in eight scientific fields were studied, and the dynamics of their occupational choice and career stability were assessed. The eight fields were engineering, physical sciences, environmental sciences, medical sciences, psychology, and social sciences. The principal data sources were the National Science Foundation's "Survey of Scientific and Engineering Personnel Employed at Universities and Colleges" and the "Survey of Graduate Science Student Support and Postdoctorals." Data were also obtained from site visits from a representative sample of nine of the total 50 leading doctorate-granting institutions included in the study. It was found that women scientists/engineers are in a period of transition in their status in academe. Increasing numbers are entering graduate programs, and a large proportion are being employed in top-ranked institutions and departments. However, most women scientists/engineers are employed in nontenured, nonladder research scientist positions. Policy implications pertain to the funding of scientific research programs, educational programs in the sciences for women, and future research on the career development of women scientific professionals.

Ryan, T. A., "Generalized Planning Model to Achieve Equity in Corrections," 1-103, Dec. 1978.
ID No: ED184041 G3014287

A generalized planning model is presented for administrators and mid-management personnel seeking to develop and maintain effective correctional systems and to insure equity for women and minorities employed in these systems. This model consists of three components which tell how an agency: (1) develops a rationale for equity; (2) assesses needs for equity; and (3) sets goals and implements activities. A flowchart is included as a graphic representation of the step-by-step procedure of design and implementation. The appendices contain sample forms for analyzing current settings and projecting the ideal. A bibliography is also provided.

Safilios-Rothschild, Constantina, "Sex Role Socialization and Sex Discrimination: A Synthesis and Critique of the Literature," 1-160, Oct. 1979.
ID No: ED175797 30012106

This report presents a synthesis and critique of approximately 850 books, research studies, and journal articles appearing between 1960 and 1978 on sex role socialization and sex discrimination. It also offers a number of hypotheses regarding the emergence, maintenance, and elimination of sex discrimination. This document is presented in six parts. Part I focuses on sex role socialization, with particular emphasis on sex typing of behaviors, women's achievement and motivation, and women's educational and vocational choices. Part II discusses cross-cultural patterns of sex role socialization in selected developed and developing nations including Greece, Sweden, England, The United States and Tunisia. Part III examines occupational and educational sex discrimination, with particular emphasis on race and sex discrimination against black women. Parts IV and V survey theory and research related to sex discrimination and sex stratification systems. The final part assesses changes in sex role stereotypes and identifies incongruities in men's and women's perceptions about values held by the opposite sex. Information is presented in essay form, with authors and dates of relevant research identified in parentheses after each major topic. A section of references concludes the document.

Savell, Joel M., "Male and Female Soldiers' Beliefs about the 'Appropriateness' of Various Jobs for Women in the Army," 1-26, Aug. 1979.
ID No: ED177346 CE023033

A study was conducted to (1) document the expanding role of women in the U.S. Army (2) determine whether soldiers in 1974 believed that certain military jobs were appropriate for women and whether those beliefs were related to respondent sex, rank, and expectation of leaving the army before retirement. An examination of army records revealed that in 1945 women made up about 2.6% of the army, for the next 25 years about 1-2% and by 1976 about 6%. From December 1973 to December 1975 the number of enlisted women increased 131% while the number of enlisted women in traditionally female jobs increased 100% and in nontraditional jobs 2,000%. Data on soldiers' beliefs about job appropriateness was obtained from answers to twenty-four items that were part of a larger questionnaire administered in 1974 to approximately 300 male and female soldiers. Out of twenty-four traditional and nontraditional jobs under consideration, only one, rifle-carrying foot soldier, was considered by a majority of both male and female soldiers to be inappropriate for women. Respondents' judgments were strongly related to

their sex and amount of education; for example, women and those with more education more often judged nontraditional jobs to be appropriate for women.

Sawyers, Betty, "Sex Stereotyping: Analysis of Students Enrolled in Vocational Programs in Indiana. Final Report," 1-32, 1978.

ID No: ED164856 08 CE018872

This study investigated the extent and nature of sex bias in Indiana's vocational education programs. It also examined sex bias in relation to selected factors (motivation, psychomotor and language skills, I.Q., interest, reality, and sex-role perception). Enrollments in vocational programs in twenty-four area vocational programs were analyzed. One hundred students (twenty-five males in traditional programs and twenty-five females, and twenty-five females and twenty-five males in nontraditional programs) responded to selected commercial tests and to the Bem Sex Role Inventory (BSRI). School personnel were given a ten-item survey on practices and policies for eliminating sex bias in vocational programs. Findings indicate the following: (1) the number and type of vocational courses offered and the selected factors identified for this study appear to have little influence on an individual selecting a nontraditional program; (2) sex-role-self-perception appears to affect the selection of nontraditional programs. The findings suggest that additional efforts are needed to eliminate sex bias in vocational programs, especially in the areas of teacher attitudes, employer attitudes, and student nonsex-bias orientation to occupations.

"Sexual Harassment: A Hidden Issue," 1-8, Jun. 1978.

ID No: ED157481 HE010328

A discussion of sexual harassment on college and university campuses addresses a number of questions and issues: myths of sexual harassment; what is sexual harassment, how widespread is it, and why are women reluctant to talk about it?; sexual harassment and the law; is harassment a violation of Title VII of the Civil Rights Act (for employees) or of Title IX (for students)?; can an employer ignore complaints of harassment?; can damages be awarded to persons successfully claiming harassment?; Title IX and grievance procedures; and implications for institutions. A list of institutions that have worked on the issue and a bibliography are included.

Sheppard, Harold L., "Research and Development Strategy on Employment-Related Problems of Older Workers. Final Report," 1-265, Feb. 1973.

ID No: ED156878 CE017158

The study reported here examines the employment-related problems of older workers and develops a research and development strategy for future federally funded projects. Following an introductory section, the content is in fifteen chapters. The first chapter covers a number of critical policy issues and the second concentrates on job-related problems of older workers. Chapter 3 discusses the factors and problems associated with retirement. Health and safety of the older workers is the topic of the fourth chapter, while the fifth covers age and work performance. Part-time work and new types of work-time arrangements are the subjects of chapter 6. Chapters 7-9 focus on the older working women, older minority workers, and older workers in rural areas, respectively. The tenth chapter deals with employer practices, internal labor market experiences, mid-career change, and the role of intermediary organizations in meeting the employment needs of older workers. Chapter 11 is concerned with training and education, while the subject of chapter 12 is current government programs affecting older workers. The Age Discrimination in Employment Act is discussed in the thirteenth chapter. Foreign programs and policies are reviewed in chapter 14. The last chapter presents specific priorities for research projects and recommends projects for immediate support.

Sheppard, Harold L., "Employment-Related Problems of Older Workers: A Research Strategy. R&D Monograph 73," 1-140, 1979.
ID No: ED179791 CE023542

Based on an extensive search of the available literature on older workers and their problems, this monograph provides a careful assessment of this literature and highlights some areas where additional research is needed. This report examines demographic changes likely to influence the size and characteristics of the older worker population in the last two decades of this century. A number of critical policy issues are expected to emerge as this sector grows in size and importance, and the report provides statistics and predictions related to those issues, such as (1) the expansion (or lack thereof) of employment opportunities; (2) age discrimination; (3) availability of health services for older citizens; (4) socioeconomic costs of supporting a relatively large retired population; and (5) retirement (both early and delayed) and retirement age policy. Other issues examined in the monograph include health, safety, and aging in the workplace; job performance and training of older workers; and part-time work and tapered retirement. Separate sections focus on the special problems of the older working women, older minority group workers, and older rural workers. Other sections are devoted to such questions as employer practices, mid-career change, and relevant foreign programs and experiments..

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Smith, James P., "The Improving Economic Status of Black Americans,"
1-18, Jan. 1978.
ID No: ED159275 UD018566

The major explanations for the narrowing in wage differentials between blacks and whites can be placed under four general categories: (1) more recent black cohorts begin their job experiences with larger initial stocks of human capital than previous cohorts; (2) the rural South to urban North migration has partly been superceded by Southern blacks moving to what are now economically vibrant southern cities; (3) the effects of government affirmative action; and (4) changes in other aspects of the market such as the choice of full or part-time work, unique characteristics of certain occupations, and biases due to sample censoring. The rise in the ratio of black to white male and female wages is largely explained by converging nominal characteristics, with education playing the dominant role. Although migration accounts for only nine percent of the relative wage growth of black men and women, the South dominates regional comparisons. Relative black/white ratios for both sexes have risen more rapidly in the South, especially among the young. As with migration, affirmative action programs were not a major contributor to rising relative wages. However, direct and indirect government employment, combined with the adoption of full-time jobs, the elimination of domestic services as their primary function, and rising educational levels, have contributed significantly to the remarkable wage advances of black women.

Smith, James P., "The Convergence to Racial Equality in Women's Wages. P-6026," 1-57, Mar. 1978.
ID No: ED160691 UD018631

Using statistical analyses of 1960 and 1970 census data, this paper explores reasons for the remarkable rise in the relative wage of black women in the United States. Education, government employment, geographical region of residence (South or non-South), and hours worked are the four variables employed. The analytical framework of the study is detailed. A comparison of occupational distributions reveals that the proportion of black women in domestic service has declined significantly and that over half of this decline was offset by expanded employment of blacks as clericals, secretaries and typists. More competitive (with white women) levels of schooling, the rapid rise in black wages in the South, and the success of affirmative action are cited as major reasons for the improved overall economic position of black women.

"Social Indicators of Equality for Minorities and Women," 1-166,
Aug. 1978.
ID No: ED159290 UD018598

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This report presents newly designed statistical measures (social indicators of equality) which compare the level of well-being of the minority and female populations to that of the majority (white) male population and assess the nation's progress toward achieving equality. Census and Survey of Income and Education statistics from 1960, 1970, and 1976 are the raw data sources used. The indicators cover different aspects of education, employment, income, poverty, and housing for men and women in the following groups; American Indians/Alaskan Natives; blacks; Mexican Americans; Japanese Americans; Chinese Americans; Filipino Americans; Puerto Ricans; and, for comparative purposes, whites not of Hispanic origin. Despite some improvement in many areas, the indicators demonstrate, majority males have continued to enjoy broader opportunities and to reap disproportionate benefits while women and minority males have in many instances fallen even further behind.

Spaeth, Joe L., "The Determination of Earnings Among College Graduates," 1-85, Jul. 1979.

ID No: ED176694 HE011360

Differences in levels and determinants of earnings for men and women college graduates are examined. Perspectives from human capital theory, research on the socioeconomic achievement process, and research on segmented labor markets are used to design models of the determination of earnings. Data are taken from the National Opinion Research Center longitudinal survey of college graduates for 1961. Earnings measured in 1962, 1964, and 1968 demonstrate a growth in the earnings gap between men and women over time, with greater earnings for men. A gap of \$1,900 in 1964 is attributed to men's greater returns from hours worked, by their likelihood of working for profit-making employers, by the concentration in high-paying occupations, and by their higher 1962 earnings. It is suggested that in 1968 men make more money than women because their 1964 earnings were greater, they were more likely to hold doctorate degrees, they were more likely to work in high-paying professions and management, and placed higher value on "making money." The recent rise of the women's movement and the development of affirmative action programs are discussed as having an influence on women's career decisions. Women's entry into traditionally male professions is also noted. It is suggested that the greater supply of full-time women workers today may actually cause the earnings gap to remain rather large. The questionnaire items for analysis of earnings is appended.

Spaeth, Joe L.; Handler, Lynn P., "Job Satisfaction Among College Graduates," 1-58, July 1979.

ID No: ED176695 HE011861

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Job satisfaction for college graduates is examined in this report that focuses on subjective determinants. It is contended that many objective characteristics, such as education and earnings, have little impact on job satisfaction. Data are taken from the National Opinion Research Center longitudinal survey of college graduates from the class of 1961, which included questions on job satisfaction for 1962 and 1964. Working full-time and being in a job related to one's major were important determinants of 1962 job satisfaction for women. Job satisfaction in 1962 was also an important determinant of women's 1964 job satisfaction. Working for a government agency had only modest negative effects, and earnings had no effects among women. Challenge was the most important determinant of 1964 job satisfaction among women. For 1964 job satisfaction, satisfaction in 1962 was an important determinant for men also. Job-personality match had no effects, but men's ratings of the quality of their undergraduate training in preparing them for their current jobs had modest positive effects. Neither working for a governmental agency nor earnings affected 1964 job satisfaction among men. Ratings of the degree of challenge offered by a job were strong determinants of men's 1964 job satisfaction. Difficulties in researching and measuring job satisfaction are also examined, and the questionnaire items for analysis of job satisfaction are appended.

"Staff Report Comparing Figures for Minority and Female Employment in the Federal Government, 1975 and 1977, and in Forty-Four Selected Agencies, 1977," 1-43, May 1978.

ID No: ED163104 UD018782

The overall utilization of minorities and women in the Federal government in 1975 and 1977 is compared in this report. A further comparison is made among 44 selected agencies for 1977 only. Statistical data in 9 tables show: (1) a concentration of minorities and women in lower salary grade ranges in 1975 with only a slight improvement in 1977; (2) severe underutilization of blacks and Native Americans and some underutilization of Orientals in individual agencies; (3) underutilization of women in more than 50% of the selected agencies; and (4) agencies which have a low utilization of one minority group tend to have a low utilization of the other minority groups. It is illustrated that agencies such as the Department of Health, Education, and Welfare, which have significant civil rights responsibilities, tend to show a relatively higher utilization of minorities and women than agencies which do not have those responsibilities.

"State Government Affirmative Action in Mid-America," 1-119, Jun. 1978.

ID No: ED163118 UD018817

Presented in this document is a study undertaken by four State Advisory Committees to review the quality and the

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effectiveness of affirmative action activities in Iowa, Kansas, Missouri and Nebraska. An overview of the four States' agencies responsible for education administration, employment services, highways, police, and social services indicates that no State exhibits consistent success or consistent failure. Almost all agencies reviewed, however, are shown to be consistent in their underutilization of women and minorities. In addition, Federal agencies with monitoring responsibilities and/or funding capabilities are found to have made only minimal efforts to compel affirmative action and to have not used their authority over funds to promote affirmative action efforts by State governments. Findings, recommendations, and conclusions of the Advisory Committees are presented for the areas of recruiting, hiring, training, and the promotion of full representation of minorities and women in public sector employment. Appendices provide information on race and sex composition of State agencies, and a comparison of State and agency affirmative action plans with a model plan.

Steiger, JoAnn M.; Schlesinger, Sue, H., "Fostering Sex Fairness in Vocational Education: Strategies for Administrators. Information Series No. 147," 1-31, 1979.
ID No: ED173537 CE019607

One of a series of sixteen knowledge transformation papers, this paper gives an overview of sex equity issues and suggests alternative strategies for administrators in vocational education to use in reducing sex segregation and fostering sex fairness. In the first section the nature of the problem is discussed; occupational sex stereotyping and segregation are recognized as major factors. Next, the relevant federal laws are summarized, including Title IX of the Education Amendments of 1972, Title VII of the Civil Rights Act of 1964, Equal Pay Act of 1963, Title II of the Education Amendments of 1976, and Executive Order 11246 (1965). The third section deals with a variety of strategies aimed at different aspects of the problem. For students, three areas are identified as targets: (1) recruitment measures to increase nontraditional enrollment, emphasizing career education programs, prevocational programs, and introductory vocational classes; (2) guidance and counseling to improve the retention rate of nontraditional students; and (3) placement programs to overcome occupational sex bias focusing on cooperative education programs. Sex stereotyping is also recognized as affecting special population students (displaced homemakers, minorities, the handicapped, and the disadvantaged), and strategies for change are offered in each case. On the staff level, two types of activities are discussed: inservice training and affirmative action programs. Additional communication efforts are recommended at the community and parent levels.

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"Study of Essential Living Skills for Members of Families in Multiple Roles. Final Project Report," 1-268, Jun. 1976.
ID No: ED162066 CE017294

A study was performed to identify empirically those essential living skills (ELS) perceived as important by men and women in their roles as a family member, an individual, and as an employee. Data was collected on a voluntary basis from 4,929 employed persons contacted through businesses, and 124 homemakers surveyed door-to-door. The ELS instrument consisted of eighty-seven items relating to roles of the family member, the individual, and the employee. Respondents could check the item as being important to one or more of the roles or not important to any of the roles. Demographic information was also collected and used in the study. Among the findings and conclusions it was noted that (1) more ELS were perceived as necessary for the individual role, and ELS for the employee role were least in number; (2) there were greater similarities of ELS needed for the two roles of family member and individual than any other of the possible role combinations; (3) relatively few ELS were seen as important for the employee role; and (4) sex stereotyping was reflected in that males noted more ELS for males than females in the employee role and more ELS for females than males in the family role; generally, females concurred with this viewpoint.

"Tennessee Higher Education Commission Staff study, Re: House Resolution No. 107," 1-79, Feb. 1979.
ID.No: ED177986 HE011885

The Tennessee Higher Education Commission conducted a study of the salaries of teaching staff and faculty in response to Tennessee House Resolution 107 on sexual discrimination. This study is the first known statewide effort to determine academic salaries. A multiple regression analysis model was used. Among the general findings were that: (1) many institutions indicated that sex was not a statistically significant factor in salary determination; (2) there is considerable variation among campuses on procedures for salary review; and (3) women faculty members are concentrated in the lower paying disciplines (education, home economics, nursing, social sciences, humanities, and fine arts). General recommendations included in part, that each campus should develop systematic methods for annual review of salaries to determine if sex is a discriminatory factor, that women should be encouraged to seek doctoral degrees to enhance their chances of promotion and higher salaries, and that institutions should increase their efforts to attract women in fields where they are significantly underrepresented. Appended are the survey instrument, a number of institutional reports of litigation and efforts to promote sexual equality, and a summary of statistical analyses performed by the commission.

"The Bakke Case: Implication for Women in Education," 1-4, 1978.
ID No: ED 163101 UD 018760

The Supreme Court's ruling in the Bakke case, which found that strict numerical quotas were illegal in admissions programs, is analyzed in this article in terms of its applications to women's rights. It is pointed out that although the ruling, which was made on a statutory rather than a constitutional basis, conceded that race could be considered as one factor in admissions, it made no mention of gender as a permissible criterion. The possible interpretations of the ruling are examined as they relate to women's admissions at institutions of higher learning, quotas in student programs, voluntary affirmative action, and employment. In reviewing Executive Order 11246 and Title VII of the Civil Rights Act of 1964, the article discusses the many unresolved issues confronting institutions and affirmative action. In its discussion of the 14th Amendment, the article points out that in the Bakke ruling the Court implied that it does not extend the same equal protection of the law to women as it does to racial and ethnic groups.

"The Countryside Council. Biennial Report 1977-79," 1-19, 1979.
ID No: ED 183345 RC 011905.

The Countryside Council is a citizen-based non-partisan public interest research group based in 19 counties of rural southwestern Minnesota. Each year the Council identifies particular problems or needs of the region and sets up task forces to study each problem and made recommendations for resolution. During 1977-79 sex task forces were at work. The 135 member School Finance Task Force focused on the way agricultural land was assessed for tax purposes, challenging the notion that "current market price" was the proper basis for valuing farm land. The group noted that, while land prices in southern Minnesota have gone up 345% since 1972, the farmer's income has not gone up nearly that fast. The task force on the economic status of women concentrated on the need for child care; financial issues such as inheritance laws, credit, and social security; and employment practices related to wage levels, sex discrimination and awareness of Affirmative Action programs. Members of the Telephone Task Force suggested ways to improve rural telephone service, and the Young Farmers Task Force studied the obstacles confronting young people who wish to enter farming today. Other task forces looked at energy supply and consumption and how communication technology could overcome some of the problems of rural isolation and sparsity of population. This report presents task force activities and recommendations and describes some of the programs of the Countryside Council itself.

"The Earnings Gap between Women and Men," 1-29, 1979.
ID No: ED 178745 CE 023155

The size of the earnings gap between men and women has not changed substantially in recent years. The sustained earnings differential contrasts significantly with recent gains women have made in the job market. Several factors contribute to the wage differences: (1) the majority of women are in lower-paying occupations and lower-status jobs even though increasing numbers are in higher paying occupational groups, (2) the rise in women's labor force participation has resulted in larger proportions of women who are in or near entry level, (3) the type of education received is often different so that the marginal return on a similar educational investment is greater for men than women, (4) women generally put in less overtime; however, statistics show considerably less earned for like amounts of overtime work than men, and (5) women often have fewer years of experience than men in similar jobs; again, statistics show that as beginning workers, men receive better financial offers than women. Additional earnings differential factors include age, race, marital status, U.S. region, and industrial concentration. Studies have shown, however, that even after adjusting for such factors, much of the female earnings differential remains unexplained. Data indicate that women experience unusual difficulty in getting hired and promoted. (Eight tables, constituting a major portion of the report, compare the earnings of women and men showing mean income and distribution by various occupational groups and highlighting differentials by age, race, marital status, and region.)

"The Federal Bureau of Investigation Needs Better Representation of Women and Minorities," 1-54, July 1978.
ID No: Ed 177265 UD 019833

This paper examines the state of employment opportunities for women and minorities in the Federal Bureau of Investigation (FBI). Statistics are presented to illustrate the low representation of women and minorities in professional positions within the FBI and suggestions are made for improving the employment status of these groups. Major areas addressed include FBI policies and practices affecting: (1) the structure and implementation of the Federal government's equal employment opportunity affirmative action program (EEO); (2) employee recruitment, selection, promotion, and training; and (3) the handling of discrimination complaints. Specific strategies for improving EEO program development and administration, for monitoring the FBI's employee selection process for discriminatory practices, and for modifying the FBI's counseling program are discussed. Comments of FBI officials are appended.

"The Quest for Equal Employment Opportunity in Oklahoma State Government,"
1-84, Mar. 1978.

ID No: Ed 162011 UD 018710

This report summarizes the findings of recent hearings and field investigations on the employment of minorities and women in Oklahoma State Government, and assesses whether or not the merit system has fulfilled its mandate for equal employment opportunity. It was found that a disproportionate number of females and minorities are concentrated in lower paying and less skilled jobs with little opportunity for upward mobility. In outlining the administrative and legal basis for the Oklahoma Merit System (a statewide system of personnel administration covering most State employees), it is noted that equal employment opportunity is a basic merit system principle. However, the merit system's passive prohibition of discriminatory practices has not been sufficient to assure its implementation. In analyzing the status of women and minorities in seven major State agencies, wide differences were found in job types and wages between whites and minorities and between males and females. There appears to be little or no integration of the agencies' affirmative action policies with their overall administrative and managerial structures. In short, the State's response to affirmative action and equal opportunity has been marked by an apparent lack of continuity or overall direction as to what policies should be pursued, especially at the agency level.

"The Special Vocational Education Needs of Women. Expanding Career Horizons. Final Report," 1-35, 1978.

ID No: ED 178688 CE 019893

A project was conducted to expand the career horizons of young women and young men, with particular emphasis on the increasing options for women. The first activity completed was a comprehensive report on the employment trends of women and the implications of those trends for women's participation in vocational education programs. A curriculum entitled "Expanding Career Horizons" was then developed based on the conclusions and recommendations set forth in the first report. The curriculum was intended for use in grades 7-14 and consisted of five, 50-minute lessons. In addition, a teacher's guide was developed to assist in the utilization of the curriculum. This curriculum was systematically field tested and validated in nine schools, including several high schools, a vocational center, and a community college (see CE 019 895). It was then disseminated to schools throughout Illinois through a series of fifteen dissemination/awareness workshops. A 16mm color/sound film on sex role stereotyping was also developed for teachers, counselors, administrators, and parents. An impact assessment was conducted which was designed to measure the degree of use of the curriculum. Finally, a group of teachers was trained to conduct inservice workshops for other teachers on classroom use of the curriculum.

"The State of Civil Rights: 1977. A Report of the United States Commission on Civil Rights," 1-42, Feb. 1978.

ID No: ED 152919 UD 018108

This report reviews executive, legislative, and judicial actions, and other developments, favorable and unfavorable, that the U.S. Commission on Civil Rights considers critical to the national goals of eliminating discrimination and enhancing equal opportunity for all Americans. The areas of opportunity examined are employment, education, housing, women's rights, administration of justice, political participation, and civil rights reorganization. The report shows that there continues to be high unemployment and a high poverty rate among minority groups and women. Although there was further progress in 1977 in community adjustment to school desegregation, congressional actions concerning school desegregation and challenges to affirmative action admissions programs in higher education threaten to slow down progress toward achieving equal educational opportunity. In employment there has been more effective enforcement of equal employment laws. In housing rising costs, and various subtle patterns of discrimination continued to limit fair housing opportunities. Little progress was made in women's rights in 1977 in terms of enactment of the Equal Rights Amendment.

Thomas, Hollie B., "Overcoming Personal-Social Barriers to Entry into Non-Traditional Occupational Preparation Programs. A Final Report," 1-632, Aug. 1979.

ID No: Ed 181214 CE 023668

This report describes a research project which (1) assessed personal social barriers to female entry into non-traditional jobs, (2) developed a treatment program to assist women in overcoming those barriers, and (3) determined program impact. A project overview, the first of four major sections, precedes a survey on barriers (section 2). Following a literature review concentrating on the areas of stereotyping of occupations and barriers to women's entry, the methodology and results of the study are presented: population identification and selection (teachers, secretaries, and nurses who had considered but not pursued a male-dominated occupation), instrumentation, data tables, survey instrument efficiency, and deterrent identification. Survey materials are appended. Section 3 presents an educational program with the topics: pursuing a non-traditional occupation, interference, career decision making, self-assessment, career requirements, planning for acquisition of job skills, job entry, and coping on the job. Designed for self-directed study or workshops, the course consists of eight units with objectives, text, exercises, and references. (All printed instructional materials are included.) The final section includes a literature review on the outcomes of related programs and

analysis of assessment data on the program. Methodology and results are given, including population, pre- and post- testing, follow-up, program impact, and data tables. Evaluation instruments are appended.

"To Provide Educational Equity for Women. Third Annual Report, 1977,"
1-37, Mar. 1978.
ID No: Ed155120 SO 010952

The major activities of the National Advisory Council on Women's Educational Programs during 1977 are recorded in this report. The National Advisory Council on Women's Educational Programs was developed as Part of the 1974 Women's Educational Equity Act (WEEA). The Council is mandated to advise the Assistant Secretary for Education on the improvement of education equity for women and to advise the Commissioner of Education regarding the administration of the Women's Educational Equity Act. The work of the Council during 1977 is highlighted. It aimed to (1) evaluate the WEEA program; (2) provide consultation to government and private sectors relating to women's equity; (3) report on improving educational equity for rural women and girls; (4) make recommendations concerning the elimination of sex bias and stereotyping from career education; (5) reorganization of the Education Division of HEW; (6) review the current status of women's studies programs in the United States; (7) examine Title IX enforcements by over twenty Federal agencies and departments; (8) study the special educational needs of displaced homemakers, single parents, and older women; and (9) make recommendations on legislative and regulatory acts. Several appendices conclude the report.

"Affirmative Action Plan," 1-143, Feb. 1978.
ID No: ED 152388 JC 780217

In order to develop an affirmative action plan at Triton College, the college President appointed a committee made up of nine representatives from the various college constituencies, the majority of which were women and minorities, to determine the objectives to be achieved and how to implement them, and to establish appropriate review procedures. The committee's principal task was to examine steps currently underway and those to be initiated to guarantee equal employment opportunities (EEO) for minorities, women, and handicapped persons. To that end, a review of Personnel Department policies, practices, and procedures and a work force analysis were undertaken. The first activity involved investigating the employee selection process, the upward mobility system, and the employee evaluation system. Key areas needing improvement were identified. The work force analysis determined the number and percentage of personnel employed in 1976-77 in each department by race, EEO category, sex, and job title; employees were placed in appropriate groupings for comparison of internal utilization with external availability to establish goals towards which the affirmative action plan should direct itself. Suggestions for improving the areas where progress was limited are made. The work force analysis is presented in a series of charts.

Tulloch, Jacquelyn B., "Identification and Elimination of Sex Stereotyping and Sex Bias in Vocational Guidance and Counseling at Piedmont Virginia Community College: Annual Report," 1-30, Jul. 1979.
ID No: ED 186049 JC 790534

The OPTIONS Project was undertaken at Piedmont Virginia Community College (PVCC) to identify and eliminate sex stereotyping in vocational guidance. As part of this effort, a series of workshops was held that resulted in a heightened sensitivity, on the part of counselors, to sex stereotyping and greater awareness of the problem in the college at large. Another component of the project resulted in the evaluation of career resource materials at the career library and the development of a procedure for assessing new materials as they are added to the collection. Additionally, the project sought to investigate the causes of math anxiety and explore ways of eliminating it. Efforts in this area included a one-day workshop and two seminars for counselors and instructional staff that focused on reducing math anxiety, as well as the piloting of an open math lab and the development of support materials. Finally, in order to achieve objectives related to the planning and implementation of programs and the development of materials responding to the needs of PVCC women, visits were made to model programs at other colleges, four seminars on sex bias and stereotyping were conducted for students, and career materials designed for women were purchased. The project report is appended by materials related to project activities, including questionnaires, survey results, descriptive materials, and time-tables.

"Upgrading Minorities: Patterns and Trends 1970 to 1978," 1-112, Dec. 1978.
ID No: ED 174271 JC 790347

A progress report prepared by the North Carolina Department of Community Colleges assesses the status of women and minorities by evaluating patterns of participation between 1970 and 1978 in the areas of institutional governance, faculty and staff employment, and student enrollment. Findings indicate that there has been little change in the representation of women or minorities on boards of trustees, on statewide departmental committees, or in department of community colleges positions. White males continue to hold at least 89% of these leadership positions. Women represent 49% of the total institutional workforce in North Carolina community colleges. They hold 14.8% of the executive/managerial jobs, 38.7% of the instructional jobs, and 42.9% of "other professional" jobs. Of new hirings at the executive level, 20% were women; women gained 42% of new instructional openings and 42% of the "other professional" openings. In the area of enrollment, white student enrollment decreased while the percentage of black and women students increased significantly in all programs. The distribution of males and females in various programs remained much the same with males enrolling in agricultural, engineering, and trade programs; females entered the traditional programs of health care, home economics, and office programs. Results of the study are presented in tables, graphs, and charts.

Verheyden-Hilliard, Mary Ellen, "Reducing Sex Stereotyping in Career Education: Some Promising Approaches to Persistent Problems," 1-84, June, 1979.
ID No: Ed 174854 CE 022563

This document reports the findings of a study undertaken to gather information about successful project approaches to the reduction of sex-role stereotyping in career education, K-12. (The study included for review all of the projects aimed at reducing sex-role stereotyping in career education which were directly funded by the Office of Career Education during its first three funding cycles, 1975-1977. Additional projects were selected for review from other federal and non-federal agencies.) The projects which are included in this document were selected because each offers in one or more of its approaches ideas of value to the practitioner and because analysis of their "problems," if there were any, provides insight on how to develop promising approaches to sex fair career education. This document is divided into three sections. Section 1 provides a state of the art review on the topic of sex equity and career education. Section 2 describes some general approaches to persistent problems, such as achieving equity in the classroom environment, involvement of parents, developing career education materials, and compiling a bibliography or resource list. The last section contains descriptions of thirty projects which can assist career educators in their attempts to reduce sex-role stereotyping. The description of each project includes the following elements: name and address of contact person; materials produced and/or available; abstract of project activities; setting; target population; and funding source.

Vetter, Louise, "Factors Influencing Nontraditional Vocational Education Enrollments: A Literature Review. Research and Development Series No. 150," 1-169, 1973.
ID No: ED 181326 CE 023951

The literature on factors influencing nontraditional enrollment choices may be approached in this order: background information on the labor force and vocational education, factors influencing nontraditional enrollments, and strategies for increasing nontraditional enrollments. Despite an increase of women in nontraditional occupations, research shows that occupational sex segregation and related wage disparities continue to exist. The problem can be traced to male-dominated and oriented training programs. Studies of nontraditional students reveal interest and ability as influential enrollment factors; parents are the most important other people involved. The literature on sex role socialization indicates that family members, the mass media, and all elements of public education influence vocational choices. All have been criticized for perpetuating rigid sex roles. The order of influence of "significant others" on occupational preference is parents, peers, teachers, and counselors. Personal factors to be considered in nontraditional choices are ability and interest. An extensive literature on strategies for increasing nontraditional enrollments provides

suggestions for programming from the prevocational level to the recruitment of mid-career students at the postsecondary level. Much information is available in the need areas of information, policy planning and implementation, occupational awareness, self-awareness, sex fair counseling/curriculum development, inservice programming, and collaborative efforts.

Westbrook, Franklin D., "Changing Sex-Role Stereotyping and Sex Bias-- A Vocational Education Project. Final Report, No. 15-79, September 1, 1977 through June 1, 1979," 1-41, Jun. 1979.
ID No: ED 176081 CE 022602

The Dominant Characteristics Inventory (DCI) was administered to 836 university undergraduates, 666 college professors of mathematics, chemistry, English, modern foreign languages, history, and physical education, and 752 high school teachers of the same subjects. Data from the college students were used to assess the reliability and validity of the DCI and the comparability of male and female responses of its traits. College professor data were used to establish worker profiles to which high school teacher profiles were compared. It was established that the DCI traits are reliable and valid; males and females respond to them similarly; workers from an occupational group respond similarly; there are basic similarities between the responses to DCI traits by workers who perform at different levels within an occupational group, regardless of race; and fifty satisfied workers can produce a reliable profile for an occupational group. Two other inventories which use DCI variables (traits) or activity statements--the Dominant Characteristics Inventory-Secondary Level and the Preferred Activities Inventory (PAI)--were administered to adolescents and children, respectively, to determine how early in a person's life the DCI traits are recognizable. It was determined that pre-school children can respond meaningfully to the activity statements of the PAI and parents confirm their preferences.

"Where Are Women and Blacks? Patterns of Employment in Alabama Government," 1-39, March, 1979.
ID No: ED 177272 UD 019849

This report examines employment opportunities for women and minorities in the Alabama State Government. The employment actions of State officials in the wake of the United States versus Frazer decision in which the state was found guilty of discrimination against blacks are also examined. Comments made by George C. Wallace and other State officials and Alabama employment statistics provide the basis for the report. Background information on employment practices in Alabama and on the Frazer court case is provided. Specific actions taken by the State to promote affirmative action in government employment are discussed. Policies and practices undertaken by individual government agencies to extend opportunities for mobility and to make employment

tests more equitable for women and minorities are reviewed. Tables provide data on Alabama employees by race and sex in various job categories from 1973 to 1977, and on the occupational distribution of State and local government employees. Recommendations made by the Advisory Committee for improving the employment status of women and minorities in the Alabama State Government are outlined.

Wiedman, Phyllis L., "A Study of Women Community College Administrators in California Community Colleges," 1-17, May 1979.

ID No: Ed 170012 JC 790325

A survey of female administrators in California community colleges focused on biographical information, attitudes toward career development and issues related to being female administrators, advice to aspiring women administrators, and information about the differences between male and female administrators and about frustrations. Of California's 571 administrators, 47 were female; of these 37 (78.7%) responded. Findings related to career development included: 95% had been in leadership positions throughout their lives; 81% had always planned a professional career, though 70% had not always planned to be administrators; both parents influenced career development; 19% said family responsibilities had delayed their career; 65% had ambitions to advance to higher positions; most respondents had male, rather than female, role models; and 65% never had a female supervisor. The survey also revealed that: 65% felt they, more than males, were required to prove their competence; 65% felt an advantage in being female, though 68% said at times it had been a disadvantage; 46% reported that their family circumstances had been taken into consideration by potential employers; and 35% felt they had been turned down for positions because they were female. Aspiring administrators were advised of the need for diverse experience and training, the desirability of a doctorate, and the need to actively seek leadership roles.

Wilson, Thurlow R., "Employment Services for Older Job Seekers. Final Report," 1-247, June, 1978.

ID No: Ed 159458 CE 018000

Results are presented of a project to analyze employment assistance given to persons fifty-five or older and to recommend improvements in older job seekers' employment services. (The project evolved from income security concerns expressed in the Older Americans Act.) The report, divided into seven chapters, reviews employment characteristics and needs of older job seekers in chapter 1. This chapter also examines the job market, employment services, and legislation relative to the older worker. Chapter 2 presents the methodology used in the job seeker survey and the studies of senior nonprofit employment offices and state and regional aging offices. Chapter 3 reports on the older job seekers' survey and interview results. Chapter 4 includes findings related to senior nonprofit employment offices. Chapter 5 examines how state employment security agencies might augment services to aid older

job seekers. In chapter 6 the role of regional and state offices on aging in employment programs is considered. The final chapter summarizes and discusses older job seekers' problems and needs, State Employment Office assistance, the State Office on Aging's employment role, and recommendations. References, three appendixes (data collection instruments, New York training workshop report, and job seeker survey responses), and forty-five tables are included.

"Women in Nontraditional Jobs: A Program Model. Boston: Nontraditional Occupations Program for Women," 1-133, 1978.
ID No: Ed 167756 CE 019873

Part of a project to expand and improve the occupational options of low-income women, this program model (one of thirty nationwide) describes classroom training and work experience in the building maintenance skilled trade areas (maintenance and repair of electrical machinery, construction carpentry, plastering, painting, and papering). Part I, an overview, discusses program components, eligibility, and benefits. Part II deals with budget and staff. Part III discusses recruitment, intake, and orientation. Part IV covers classroom training and occupational fitness. Part V deals with work experience. Part VI covers counseling and supportive services. Part VII consists of job development, placement, and post-placement. Part VIII deals with monitoring and evaluation. Appendixes include a screening interview form; a counseling orientation schedule; formative evaluation questionnaires; a weekly scheduling form; samples of a course outline, classroom assignments, and an evaluation form; suggested exercises for developing occupational fitness; a list of electrical tasks; a worksite agreement; a schedule for the counseling component of the program; a brochure on the Nontraditional Occupations for Women program; a list of procedures for identifying and posting jobs; a form letter to employers; and a final trainee reaction form.

"Women in Nontraditional Jobs: A Program Model. Denver: Better Jobs for Women," 1-84, 1978,
ID No: ED 164897 CE 019143

Better Jobs for Women (BJW) is an outreach program designed to place women in apprenticeships or similar unsubsidized on-the-job training programs in the skilled trade occupations. Among the first of its kind in the country, the Denver program has completed six years of operation and has placed over 400 women in more than fifty different skilled occupations. Each of the five full-time staff members focuses on a different aspect of the program. Through various recruitment methods, women are made aware of BJW's existence and purpose. Following attendance at an orientation session, about half of the applicants screen themselves out, leaving a highly motivated group to enter BJW. The enrollees are then provided prevocational counseling to assist them in occupational choice and are tutored in preparation for entry examinations and interviews. Support services are also offered, such

as child care, provision of trade tools, and counseling. In order to place participants, the staff has established an effective relationship with labor, management, and government agencies. Followup to job placement is conducted of both women and their employers. Because of careful matching of jobs and enrollees, the program has achieved a successful record of trainee job retention. (The appendixes include job descriptions for program staff and copies of materials used during orientation, intake, placement, followup, and administrative reports.)

"Women in Non-Traditional Jobs in the Mid-Willamette Valley Manpower Consortium. A Research Project," 1-32, June, 1978.
ID No: ED 174460 SE 028531

This study discusses the presence of women in non-traditional positions funded by CETA II and VI and the CETA programs, policies, and procedures offering opportunities for women to enter non-traditional occupations. Information was collected via interviews and questionnaires to determine the status of CETA workers in the Mid-Willamette Valley Manpower Consortium. CETA jobs were classified, then defined as traditional or non-traditional women's jobs. Findings indicate that the percentage of women in the CETA positions is higher than the percentage of women in the national work force. Of the CETA positions, women occupied 90.4% traditional jobs, 9.3% non-traditional jobs and 52.7% neutral jobs. A distinct salary gap between men and women in the study is evident. Seven recommendations are included to assure women equal access to CETA programs and to equal opportunities in traditional and non-traditional jobs.

"Women's Academic and Career Choices. Final Report, Aug. 1, 1978-Oct. 31, 1979," 1-99, 1979.
ID No: Ed 183871 CE 024454

This year-long project was designed to encourage women to broaden their career options--in particular, to consider non-traditional fields. The project had three major components: (1) a two-credit course entitled Women's Life and Career Choices, (2) intensive advisement by female faculty members, and (3) the gathering of data on career attitudes and aspirations. The two-credit course was designed to provide specific information through lecture, discussion, and selected readings on careers for women, to determine the possibilities for competence, success, and job satisfaction for women in nontraditional careers, and to provide role models for women students. The faculty-student advisement relationship was used to encourage the students to do some career exploration at the beginning of their college careers. Seventy-five randomly selected incoming freshmen women participated in the experimental group. Findings indicated that there was a significant increase in self-esteem for the experimental group but not the control group over the year. There were no overall significant differences in career attitudes or expectations between the experimental and control group. The experimental group had a slightly higher retention rate for the sophomore year. (The course outline, instruments, and course evaluation summaries are appended.)

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Abow, Stephen E., "Equal Employment Opportunity: Court Cases," Office of Personnel Management, Washington, D.C., Sept. 1979, 155p.
ED 189204 UD 020397

Judicial decisions resulting from suits brought under provisions of the United States Constitution and the various civil rights statutes continue to have a significant impact on personnel administration. The 1972 amendments of Title VII of the Civil Rights Act of 1964, which brought State and local governments within the scope of Title VII, have made it important for State and local officials to become knowledgeable of evolving case law in the area of employment discrimination. The summaries in this book are designed to assist in doing this. They represent a cross section of civil rights court cases dealing with personnel administration. One hundred forty-two cases are abstracted. The cases were presented to the Supreme Court of the United States or to one of the eleven Federal circuit courts. Each summary presents the facts and issues surrounding each case as well as a discussion of the decision and its implications.

Adams, Effie K.; Jones, Ruby J., "Scaling the Ivory Tower in Spite of Affirmative Action," Apr. -1980, 26p.: Paper presented at the American Education Research Association Meeting (Boston, MA, April, 1980)
ED 185213 UD 020503

The purpose of this discussion is to examine the response of various organizations to Affirmative Action mandates, and to point up instances of practices which have met with both success and near failure. Since colleges and universities have seemingly grown more like big business and industry, they have become more political in their orientation and values. Extensive use was made of the literature, including news media, government documents, and journals; on-the-spot visitations to various firms advertising vacancies and carrying the "AA/EOE-Minorities and Women Encouraged to Apply" labels; examining responses to written applications sent to firms advertised in the "Chronicle of Higher Education" and the "Affirmative Action Register"; and collecting data from selected businesses, industries and colleges in Texas. The results of the various investigative sources tend to show that administrators and managers, while advertising as an open system, use hiring practices that are primarily closed, and that the 'old boy' network still prevails. The most astounding findings involve the feuding, procrastinating, and litigation with the federal government and the continuous cries of "reverse discrimination," "racial quotas," and "unqualified minorities both females and males."

"Affirmative Action: A Responsible Management Approach. A Conference Sponsored by Hagerstown Junior College in Cooperation with the Maryland State Board for Community Colleges (Hagerstown, Maryland, April 25, 1980). Hagerstown Junior Coll, Md.; Maryland State Board for Community Colleges, Annapolis. April, 1980, 28p.
ED 188697 JC 800386

In April 1980, a conference dealing with sex equity issues and employment was co-sponsored by Hagerstown Junior College and the Maryland State Board of Education. The first keynote speaker was Marian Lang, who works with Black and Decker, Inc. facilities nationwide on the issues and problems of affirmative action. Her presentation began with a statistical review of the number of women in the workforce. She then examined the low earning profile of women compared to men, the historical reasons for this lag, the education needed by both men and women to correct this problem, and the steps management can take to review and improve sex equity within their own companies. The second keynote speaker was Fred Gross, Vice President for Personnel at American Health and Life Insurance Company. Mr. Gross examined the stereotype of the passive, dependent woman and discussed the need for managers to confront and dispel such attitudes among themselves. The conference report includes an agenda, outlines of both keynote presentations, and a summary of the discussions that occurred in group sessions, concerning women's commitment to the job, their methods of coping with insecurity; their views of business, the societal restraints which keep women from advancement, and the male cliques within management structures which hinder women's participation in decision-making.

Alden, Elaine F.; Seiferth, Berniece B., "Factors Influencing Choice of Technical Careers by Women and Minorities." July 27, 1979, 13p.; Paper presented at the Annual Meeting of the American Educational Research Association Special Interest Group for Community/Junior College Research, North Central States (9th, Ann Arbor, MI, July 27, 1979).
ED 188656 JC 800195

According to recent studies, occupational sexism is as common today as it was at the turn of the century. A major cause may be long-standing stereotypes of role expectation, which teach students that many economic and social roles are differentiated by gender alone. In order to determine those factors most influential in career decision-making, a questionnaire was administered to 1470 students at 16 Illinois community colleges. Of the respondents, 58.9% were from urban or suburban areas and 42.1% from a rural area or small town; 53.4% were under 21 years of age; 65.6% had been in the upper half of their high school class; and 79.7% were white. Of the technical majors, 59.7% were Males and 78.6% were white. The majority of the respondents had acquaintances in their chosen career field, and high percentages of the White and Male subgroups had role models of their sex and race. When asked to classify occupations as male/female or white/minority, respondents tended to classify few occupations along racial lines, but many according to sex.

When asked to rank order persons having the most influence on their career choice, the total population and most of the sub-groups ranked Parents as the most influential, followed by Friends/Classmates, Teachers, Counselors, and Siblings. As expected, Whites and Males preferred vocational courses to a greater extent than Females and Non-whites. The implications of these findings for community colleges are discussed.

Astin, Alexander W., "Data Pertaining to the Education of Women: A Challenge to the Federal Government." April 28, 1978, 24p.: Prepared for the Census Bureau Conference on Issues in Federal Statistical Needs Relating to Women (April 27-28, 1978).
ED 158626 HE 010161

Data requirements for a comprehensive assessment of the educational status of women are evaluated. Issues concerning school personnel and women's educational development are considered. Postsecondary and elementary/secondary education are considered separately. Sex role stereotyping of teachers and administrators and numbers and ranking of men and women in academics are addressed. The federal government needs a mechanism for surveying recruitment and promotion of college faculty that provides data on faculty sex distributions by rank, longitudinal surveys of individual faculty members, and separate tabulations of newly-promoted and newly-hired faculty. Similar needs exist for elementary and secondary systems. Regular monitoring is needed of faculty pay scales among institutions differing in faculty sex composition. Analyses and dissemination of information on the sex composition of school administrators are needed. Monitoring of the educational status of women should address educational progress (degrees obtained), education experiences (characteristics of education programs), fields of study, and persistence rates. Annual surveys on the educational status of women should include 10 or 15 year trends in enrollments and degrees awarded for men and women. Information is presented on these trends. Factors influencing women's career development and low mathematics interests and skills at the elementary and secondary levels need to be explored. The current federal data collection methods of institutional surveys, informants, and self-reports are described.

Avena, J. Richard; And Others, "Texas: The State of Civil Rights. Ten Years Later, 1968-1978." Texas State Advisory Committee to the U.S. Commission on Civil Rights, Austin. Jan. 1980, 80p.; For related documents, see RC 012 087-90.
ED 188818 RC 012087

It has frequently been said that the past decade has been one of major advances for Black and Mexican American Texans. A study by the Texas Advisory Committee to the U.S. Commission on Civil Rights reported that, to the contrary, Texas, at all governmental levels, consistently underemployed, underrepresented, underutilized and underestimated minorities and women. The study centered on minority and female participation in

the educational process; employment at the city, county, state, and federal levels; political participation; and the administration of justice. Because of the state's size and diversity, analysis was directed to the north, south, west, east, central, and Panhandle-High Plains regions of Texas. Among the conclusions drawn were: (1) while minorities were frequently employed in rough equivalence to their percentage of the population, both in terms of responsibility and salary they were almost always concentrated in the lowest levels; (2) educational decisions at all levels were almost exclusively in the hands of Anglo males; (3) Anglo males had dominated upwards of 90 to 100 percent of elected positions at all levels; and (4) minority groups were represented in very small numbers among those who actually enforced Texas laws, a pattern particularly disturbing among the state's judiciary. Part Four of a larger report submitted by the Committee, this document summarizes all the study findings. The document ends with a case study of San Antonio which provides an in-depth look at the involvement of minority group members and women in policy making and decision making roles of selected agencies/institutions.

Burkhardt, Carolyn M., "Survival Strategies for Women Administrators." Sept. 1979, 14p.; Paper presented at workshop on Women in Administration (Duluth, MN, October 6, 1979).
ED 184037 CG 014282

Now that women have been admitted to the higher echelons of management, they can begin to work together to remove those barriers which still affect their full participation in administration. Strategies for overcoming these barriers must focus on the lack of opportunity as well as on the establishment of programs specifically designed to place women into positions of leadership. The most comprehensive strategy for correcting the underrepresentation of women in educational administration is the implementation of Executive Order 11246 which requires affirmative action plans. Institutions must also organize strategies related to staff training, employment procedures, and recruitment to make it possible for women to develop to their fullest potentials and to make use of such potential in solving social problems. Individuals and organizations can develop strategies such as networking retraining, peer-support groups, and mentor relationships.

Cook, Alice H., "The Effects on the Structure of Society of the Growing Number of Women in the Work Force." State Univ. of New York, Ithaca. School of Industrial and Labor Relations at Cornell Univ.; Wellesley Coll., Mass. Center for Research on Women. Oct. 1979, 12p.; Paper presented at the College Board National Forum (New Orleans, LA, Oct. 30, 1979).
ED 181197 CE 023566

Women's participation in the workforce is increasing, spurred by inflation, the rising level of consumer aspirations, the increasing number of families headed by women as a consequence of divorce, and

the declining birth rate. However, the work women do continues to be segregated from men's and comparatively poorly paid, while women still carry the burden of working for pay and working in the home. Men's and women's work lives differ sharply, yet norms for describing and judging women's work performance are derived from men's experience and based on the expectation of uninterrupted school-to-retirement work life. Policy makers have been slow to recognize and act on these inequities; women are still treated as though they have a choice (a choice essentially denied to men) of whether to work or stay home. Hence their problems are viewed as personal rather than societal. Society, au fond, still defines women's roles as those of wives and mothers. Suggested changes include a positive outreach to women as employable persons, introduction of a "dynamic vocational training program," maternity insurance, a parental infant care leave for both sexes (including time for care of sick children), provision of child care in subsidized programs, and elimination of sex role stereotyping everywhere.

Cottrell, Milford C.; Hughes, Donald L., "Utah Women Educators in School Administration." 1978, 163p.
ED 150744 EA 010385

A 1976 survey of 741 Utah women educators revealed that very few of them aspire to administrative positions in the public schools. Superintendents were also surveyed to assess their attitudes about women in administration. Of the 40 Utah superintendents, 32 responded. The typical woman educator is not prepared, preparing, nor planning for an administrative position. Only 6 percent of the women now hold an administrative endorsement; 3 percent expect an administrative endorsement by 1980, and 2 percent plan for such an endorsement after 1980. Qualified Utah women educators prefer mid-level administrative positions. Of the women who report experience in school administration, five times as many report experience in staff positions as report experience in line positions. Over half of the women expect at least moderate discrimination. Whereas most women expected encouragement for careers for women in educational administration from their husbands and families, their superintendents expected resistance from these same people. On the other hand, proportionally more superintendents expected encouragement for women to enter administration from district staff members and themselves than did the women educators.

Covel, Janice, "School Administration Careers." April, 1979, 29p.; Paper presented at the Annual Meeting of the American Educational Research Association (San Francisco, California, April 8-12, 1979).
ED 170869 EA 011622

This study investigating school administrator career patterns focused on entry, promotion, and position permanency as it affects both men and women and examines factors affecting the careers of women in an attempt to explain the relative absence of women in hierarchical educational administrative positions. Data were collected from historical records.

biographical sketches, and interviews with administrators and citizens in the Riverside Unified School District (California). Findings confirmed the importance of several theoretical concepts found in the literature. The processes of sponsorship, differential recruitment, sex power differential, and double deviancy emerged as influential components for career development. The study revealed three career possibilities. The first is to be plateau administrators who do not want to rise from low-level positions. The second is to be vertical aspirants who are upwardly mobile. The third is to become place holders who are blocked in their ascendancy. It was concluded that women faced more barriers to advancement to administrative positions than did men. Suggestions for means of overcoming these barriers include good formal preparation, sponsorship, knowledge and use of informal organizational networks, and steady employment patterns.

Days, Drew S., III, "Can the Enforcement of Civil Rights Laws Protect Minority Gains in Higher Education During a Period of Retrenchment? May 7, 1977, 22p.; Speech presented before the Black Council on Higher Education (New York, May 7, 1977).
ED 140709 HE 009011

The civil rights laws are discussed in this speech as they relate to higher education and equal opportunities for minorities. Some of the activity of the Department of Justice in the area of higher education is related along with some of the current legal issues before the courts in the area of higher education. These are discussed in terms of cases such as Adams v. Richardson, Geier v. Blanton, Griggs v. Duke power, Washington v. Davis, United States v. Hazelwood School District, and Franks v. Bowman. Focus is on problem areas in employment discrimination, remediation, and affirmative action. The role of the Black Council on Higher Education is also considered.

Denbroeder, Karen L; Thomas, Hollie B., "Barriers to Entry into Non-Traditional-Occupations for Women: A Study to Determine the Ability to Discriminate among Groups." April, 1980, 36p.; Paper presented at the American Educational Research Association Annual Meeting (Boston MA, April, 1980).
ED 186637 CE 024884

The purpose of the study reported in this speech was to ascertain whether perceived barriers to entering nontraditional occupations as measured by a barriers-to-entry survey could be employed to accurately discriminate among women's consideration of a nontraditional occupation. Using a stratified random sample of 500 women (51% response) living in a moderately large Southeastern city who were employed in traditional occupations of nursing, teaching, and secretarial work, the two-part survey sought to discriminate among women who had given little, serious, or no consideration to entering a nontraditional occupation. Results of the survey indicate that membership in these deterrent groups can be identified on the basis of perceived barriers. Specifically, the findings

land support to two assumptions: (1) the greater the consideration a woman gives to nontraditional occupations, the more she will be deterred and the more helpless she learns to feel; (2) women discover that the role of female is considered more important than a career role, even when entering a nontraditional field. (The data and the complete eighteen-page questionnaire. Survey of Women's Attitudes about Careers are included.)

Denmark, Florence L., "Why the Equal Rights Amendment?" April 1979, 9p.; Paper presented at the Annual Convention of the Rocky Mountain Psychological Association (Las Vegas, Nevada, April 16-19, 1979); ED 176151 CG 013752

The Equal Rights Amendment proposes to ensure constitutional protection against all legislative sex discrimination. "Separate but Equal" standards, be they legal, social or psychological, are inevitably incompatible with equal protection under the law and act as a barrier to each individual's freedom for self determination. Equal rights, equal protection, equal opportunity and equal responsibility for all individuals under the law does not necessarily imply an equal number of men and women in each role in society, nor does it undermine the value of the family or those spheres of activity which have been traditionally considered feminine. Individual choice is substituted for social prescription, and both men and women will benefit from the loosening of artificial sex-role definitions.

Deutsch, Robin A., "Sex-Linked Role Behavior in Three Employment Groups," April, 1978, 10p.; Paper presented at the Annual Meeting of the Western Psychological Association (58th, San Francisco, California, April 19-22, 1978); ED 160945 CG 012893

Participants in this study were couples representing three employment groups. The first, mono-employed, consisted of couples with an employed husband and a wife who was at home full time. The dual employed group comprised an employed husband and wife, and the third group were employed husbands and wives both of whom had doctoral degrees. Participants were administered a questionnaire, including philosophical orientation and actual role behavior. Results indicated that for both measures, professional women had the lowest degree of sex-linked role behavior and housewives, the highest. Men showed less predictability with regard to philosophical orientation. Actual role behavior was consistent with the philosophical orientation of their wives.

DeVuyst, Lauren; And Others, "Educating for Underemployment? A Comparison of Female and Male Respondents of Student Follow-up Studies." June 1978, 22p.; Paper presented at the Annual Meeting of the North Central Region AERA/SIG Community/Junior College Research (Kenosha, Wisconsin, June 1978) ED 157582 JC 780426

This study attempted to identify enrollment patterns of male and female students at Gateway Technical Institute and employment patterns of graduates to determine whether sex role stereotyping was a legitimate concern. The study was based on annually conducted six-month and three-year follow-up studies of graduates and non-completers, and program enrollment data. Both questionnaires solicited information on the relevance of college major to current employment, unemployment, and range and average monthly wages for those employed in their training fields; 676 (92%) responded to the six-month and 380 (57%) to the three-year surveys. Comparison of female and male responses showed a higher percentage of females than males employed in their occupational training field, due in part to the large proportion of women in health services, where placement is virtually 100%. A lower percentage of 1977 women than men graduates were in the job market, and an even greater percentage of 1975 females were not in the market. Reasons tended to be sex-linked; women cited family responsibilities and men cited further schooling. Females averaged 25% less in wages than males, with a greater differential for 1975 graduates, and started at lower salaries. Respondents tended to graduate from either female or male intensive fields.

Di Bella, Cecilia M., "System Constraints on Prospective Women Administrators." April 12, 1979, 39p.; Paper presented at the Annual Meeting of the American Educational Research Association (San Francisco, California, April 8-12, 1979). ED 172346 EA 011720

This paper assesses the positive and negative impacts of the Women's Educational Equity Act of 1974 and discusses the potential of the act for promoting access and entry for prospective women administrators. It briefly reviews the purpose and intent of the women's equity legislation and offers a summary of projects funded to promote the advancement of women into educational leadership. Also discussed are some of the constraints that continue to confront prospective women administrators including sexism, the lack of turnover in administrative positions, and inherent deficiencies in the women's equity approach. The paper concludes that the federal government can take steps to remedy decreased opportunities for women if it so desires and directs. Also commitment and action to resolve the constraints must be the shared responsibility of a variety of groups, individuals, and governmental agencies.

Dunne, Faith, "Traditional Values/Contemporary Pressures: The Conflicting Needs of America's Rural Women." May 1979, 27p.; Paper presented at the Rural Education Seminar (College Park, Maryland, 29-31, May 1979) ED 172977 RC 011349

Rural American women number well over 25 million and represent all socio-economic and ethnic classifications, yet they share a conservative orientation towards sex roles and appropriate life styles. Characteristic social and geographic isolation, and the dilemma of how to manage the traditional demands of rural culture and the contemporary pressures to enter the labor force. Rural women of all ages need locally available educational services including intensive literacy, programs, job preparation programs (especially focusing on small business entrepreneurial skills), and programs focusing on their rural values and heritage. They also need career planning to help with skills identification and development, and sensitive counseling regarding their problems. Once trained, rural women need expanded and improved employment opportunities. The forceful implementation of existing federal policy could offset sex discrimination in public employment. Local education programs could help private employers reconsider their discriminatory practices. Finally, rural women need access to services, or to information and training that will help compensate for the lack of services. Federal policy can help by providing research on rural women, good educational programs based on rural strengths and values, and independent funding of rural and metropolitan programs.

Egelston-Dodd, Judy, "An Intervention Program for Occupational Stereotyping by Deaf Students." March 28, 1978, 9p.; Paper presented at Annual Convention of the National Association for Women Deans, Administrators, and Counselors (62nd, Detroit, Michigan, March 28-April 1, 1978). ED 174914 CG 013705

A number of studies of deaf adolescents, deaf college students and deaf females have shown that stereotyped aspirations and notions of sex-typed occupational roles are typical of deaf subjects. Deafness, like gender, represents a handicap for holding certain jobs. Societal pressure to fit the doubly stereotyped occupational roles mandated by their sex and their hearing impairment has resulted in channeling of individuals into inappropriate rigid and/or limited career choices. A paradigm for the production of materials and strategies to intervene in the process of occupational stereotyping is described. Four channels of learning are presented as the philosophical context for a career education program: (1) the self, (2) the conceptual, (3) the informational, and (4) the experiential (Munson, 1971). Suggestions for the design of materials and strategies under each of the four input modes which specifically address the societal values related to sex and deafness, are offered for program coordinators, teachers and counselors.

Einsiedel, E. F.; And Others, "Women in Organizational Communications: A 1979 Profile." Aug. 1979, 28p.; Paper presented at the Annual Meeting of the Association for Education in Journalism (62nd, Houston, Texas, August 5-8, 1979)
ED 173833 CS 204986

To provide a definitive and updated view of the women communicator, specifically in the fields of organizational communication, business communication, and public relations, an analysis was made of data from the 1979 International Association of Business Communicators (IABC) survey. Data for that survey were obtained from the responses of some 2,800 IABC members to an eight-page questionnaire that elicited information about their educational and career preparation, their business organizations, their responsibilities, and job satisfaction. The results revealed that women are working for small organizations, which pay less, and in which there is less opportunity for advancement. On the whole, women earn 30% less than men, and the gap is increasing. In addition, women with equal qualifications, in equal positions, are paid less than men. On a more optimistic note, the findings also showed that younger women are better off relative to their male counterparts: and that generally, women are more actively seeking to improve themselves professionally than are men.

Ekstrom, Ruth B., "Concerns of Women in Educational Research and Development at Three Stages of Professional Development: Student Years, Early Postdoctoral Years, and Intermediate Professional Years, Research Memorandum." July 1978, 46p.; Paper presented for the Planning Conference for the Women's Component of the NIE Program to Increase the Participation of Minorities and Women in Education Knowledge Production and Utilization (Washington, D.C. May 26-27, 1977).
ED 161317 HE 010507

Some of the problems that exist for women in educational research and development and ways in which better opportunities for advanced levels of training and job advancement could be provided are described. Three stages of women's professional development are considered: the student years, the early postdoctoral years (one-to-five years after the degree), and the intermediate professional years. Problems related to the selection of women to graduate programs for training in educational research and development include; specific prerequisite course requirements; institutional requirements such as limiting financial aid to full-time students; differential expectations that are held for females and males by educational research faculty members serving on interview and review committees; and women's low expectations for their own careers. Both in the formal training in the classroom and in the informal interactions with other students and faculty, the woman student meets obstacles to her professional development. There is evidence to suggest that males are more often trained as research assistants while females are trained as teaching assistants. Problems faced by most women in the early postdoctoral years include the lack of postdoctoral training programs or

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Internships for women in educational research, finding the initial postdoctoral job, and developing the professional skills that the job requires. Among the problems encountered by women faculty in the intermediate professional years are developing new skills, such as administration and budgeting; keeping up-to-date in areas of special research interests; and being evaluated for tenure, promotion, or a new position.

Ekstrom, Ruth B., "Issues in the Recruitment, Professional Development, Promotion, and Remuneration of Women Faculty. Research Memorandum." April 1978, 23 p.; Paper prepared for the Mary Donlon Alger Conference on Gateways and Barriers to Women in the University Community (Cornell University, Ithaca, New York, September 11, 1976).
ED 161318 HE 010508

This evaluation briefly considers the numbers of women faculty at higher educational institutions, their status or rank, their distribution in various academic fields, and their salaries. The availability of women for faculty positions and the process by which they are selected are discussed. Among the processes that can limit the hiring of women for academic positions are: the use of sex-biased criteria; institutional rules and regulations that disproportionately affect women; biased or unfair application of neutral criteria, such as differential expectations for and evaluations of men and women; and women's own self-concept and expectations for success. Even when young women are hired as faculty members, they are more likely to hold positions in the lower academic ranks than are men and they do not advance as rapidly up the career ladder. Women are often excluded from many of the opportunities that are available to men. Women faculty continue to be affected by the same myths and differential evaluation problems which may have limited their employment opportunities. Factors that account for women faculty earning less than do comparable male faculty are discussed.

Estler, Suzanne, "Systematic Analysis and University Decision Making: The Case of Sexual Equity. ASHE Annual Meeting 1980 Paper. March, 1980, 17p.; Paper presented at the Annual Meeting of the Association for the Study of Higher Education (Washington, D.C. March 4-5, 1980).
ED 187211 HE 012633

The consequences of using analytic methods usually associated with national management for university decision-making related to sexual equity are examined. The research consists of two case studies concerning faculty appointments and nonteaching professional staff salaries. The concern is with how long-standing situations come to be seen as organizational problems, the use of quantitative tools to infer the presence or absence of equity in the situation, and the impact of these processes on organizational decision-making. This study is designed to add to the literature related to systematic analysis by looking at a setting and an issue characterized by a great deal of ambiguity. The

first case reviews the development of a pool model to analyze sexual equity and surrounding events related to the appointment of faculty from the late sixties until 1976. The second case focuses on the use of a regression model for assessing equity in librarian salaries. It is concluded that ultimately the effectiveness of rational analysis, although associated with hard technology, is dependent on an interplay of human values and beliefs, organizational structure and norms, external influences, and unpredicted events. Short-range and long-range strategies that may improve the ability of management to promote organizational changes increasing equity in employment opportunity and rewards on the campus are listed.

Fendley, William R., Jr.; And Others, "A Methodology to Study Promotion, Tenure, and Termination Among Academic Faculty at the University of Tennessee, Knoxville," Oct. 1979, 17p.; Paper presented at the Annual Meeting of the Southern Association for Institutional Research (Orlando, FL, October 1979).
ED 180368 HE 012105

A research methodology developed at the University of Tennessee for determining differences in rates of promotion, tenure, and termination that are linked to employee sex or race is discussed. Data were compiled for each full-time faculty member covering rank, degree, salary, sex, college, department, time at the university, and number of years in present rank. It is suggested that analyses and interpretations stemming from this research will allow universities to respond to government guidelines and requirements with concrete and reliable information that can serve as a basis for monitoring promotion, tenure, and termination. Comparisons were made for male/female and black/nonblack faculty. The computer coding structures, statistical methodology, and data elements are explained. Appended are the coding structures for data elements; a data sample; and tenure, and termination reports.

Gaston, John C., "Is There a Communication Problem between the Black Male and the Black Professional Woman? A Black Male Perspective," Nov. 1979, 18p.; Paper presented at the Annual Meeting of the Speech Communication Association (65th, San Antonio, TX. November 10-13, 1979).
ED 185632 CS 502906

Rapid societal changes in traditional male-female relationships partially explain current black male-female communication conflict; but first-generation black professional women face unique problems in maintaining effective communication in two subcultures. Data from a doctoral dissertation on black professional women's perceptions of their communication with black males suggested a strong influence of cultural conditioning on the participants' perceptions, goals, values, and communication strategies. Although most of these women has a positive image of the black male, they also indicated that the black male's ego was the primary cause of any communication problems. Although it was apparent that the black professional women faced unique communication problems in

dyadic relationships with black males, no concrete evidence emerged from the study to suggest that such communication barriers would lead to the deterioration of black male-female relations. Effective communication between the black male and the black professional woman will require developing new communication strategies and tactics by both parties. Extensive demographic data is considered a valuable means of revealing what communication problems and what strategies for dealing with communication problems result from various cultural backgrounds.

Gerlach, Ernest, "Status of Civil Rights in Texas. Volume II: An Employment Profile of San Antonio, 1968-1978. A Case Study. Texas State Advisory Committee to the U.S. Commission on Civil Rights, Austin. Jan. 1980, 631p.; For related documents, see RC 012 087-088 and RC 012 090. ED 188820 RC 012089

As of 1978 in San Antonio, Texas, equal employment opportunity remained an unfulfilled promise. The Texas Advisory Committee to the U.S. Commission on Civil Rights studied private sector employment in four industries (banking, hospitals, universities, broadcasting), public employment at four governmental levels (municipal, county, state, federal), and employment at five military bases and two public utilities, from 1968 to 1978. The prevailing employment pattern in all sectors placed white/Anglo males in high salaried, more prestigious, largely white collar positions and relegated women and minorities to lower paying, less skilled jobs. In the private sector in general, minorities, severely underrepresented in higher status jobs, were concentrated in craft, operative, laborer, and service-related jobs. Women were well represented at the white collar level but largely in clerical jobs. The public sector and the military bases employed more women and minorities in 1978 than in 1968 but again in lower paying jobs. The public utility workforce remained stable for the period studied, with few women or blacks at all but many Mexican Americans employed as laborers. Unemployment for women and minorities was disproportionately high based on their percentage of the population and consistently higher than for white/Anglo males.

Glenn, Rebecca; Osterman, Karen, "A Re-examination of Female Sex-Role Orientation." Mar. 1978, 36p.; Paper presented at the Annual Meeting of the American Educational Research Association (Toronto, Ontario, Canada, March, 1978). ED 159510 CG 012718

The paper includes a critical analysis of the conceptualization and measurement of the traditional and nontraditional categories of sex-role orientation along with a redefinition of those categories which parallels deCharms's (1968) Categories of origin/pawn. This operational definition was applied to a small-group study which found that, as hypothesized, women with the nontraditional orientation, as identified by their thought samples, were significantly more assertive in group discussion tasks than women with the traditional orientation. The manner by which the thought samples were scored and the characteristic differences between the stories of the "Traditional" and "nontraditional" women are also discussed.

Golden, Susan, Ed., "Work, Family Roles and Support Systems, CEW Series No. 3: New Research on Women." 1978, 143p.; Papers presented at a conference entitled "New Research on Women: Work, Family Roles and Support Systems", (Ann Arbor, MI, January 17, 1978).
Ed 179455 SO 012155

The volume presents five research papers and sixteen reports of research in progress which examine the relationship of women to work, family roles, and support systems. The papers examine internal factors influencing women's goals, racial differences in why women work, how work and family roles are integrated, class differences as determinants of women's educational choices and their resultant position in the marketplace, wage differences, and differences in values and social competence across generations. Results indicate that current occupational segregation patterns, with the majority of women in low-pay, non-technical jobs, is a result of both employer discrimination and school and family socialization. Also, women may be less attracted to non-traditional fields because of lack of flexibility in work arrangements. Further, white men completed more than twice the amount of on-the-job training than black men, white women, and black women; this condition may partially account for sex and race wage gaps. In examining generational differences, the conclusion is that societal sanctions and supports determine which behaviors and attitudes are likely to be perpetuated. Research in progress examines women faculty, barriers to medical school, male and female physicians, male/female friendships, dual career roles, and marital adjustment. Research needs include investigation into the mechanisms which perpetuate occupational segregation and into the impact of different work-family arrangements on the family and the individual.

Grasso, John T., "The Effects of School Curriculum on Young Women," Mar. 31, 1978, 35p.; Paper presented at the Annual Meeting of the American Educational Research Association (Toronto, Ontario, Canada, March, 1978)
ED 159496 CG 012664

The two largest programs of federally-funded vocational education for women are home economics and office programs, which suggests both sex-role stereotyping and occupational segregation. Investigated are correlates and consequences of high school curriculum on young women in curricular choice or assignment, persistence in schooling, and economic, occupational and attitudinal post-school outcomes. Data on young white and black women are drawn from the National Longitudinal Surveys; both tabular and regression analysis are used. Findings relate to policy on vocational education, but also reveal that young women face important dilemmas in their educational and vocational development.

Greenwald, Carol Schiro, "Women's Rights, Courts and Congress: Conflict over Pregnancy Disability Compensation Policies," Sept. 3, 1978, 47p.; Paper presented at Annual Meeting of the American Political Science Association (New York, New York, August 31-September 3, 1978).
ED160540 S0011234

This paper discusses pregnancy disability compensation policies. On December 7, 1976, the Supreme Court held in "General Electric v. Gilbert" that exclusion of pregnancy and pregnancy related disabilities from coverage under an otherwise comprehensive temporary disabilities plan was not a violation of Title VII's prohibition of discrimination "against any individual with respect to his compensation, terms, conditions, or privileges of employment because of...race, color, religion, sex, or national origin." On March 15, 1977 Senator Harrison Williams introduced a bill S.995 "to make clear that the prohibitions against sex in Title VII also encompass and forbid discrimination based on pregnancy, childbirth, or related medical conditions" As of August 1978, the bill had not yet been passed. The issue of pregnancy disability compensation as dealt with by the Burger Court and the 95th Congress provides a clear case study of the way in which a complex issue has been molded differently by two institutional processes each with its own norms, rules, and procedures. This paper looks at the kinds of information offered the Burger Court and the legislators of the 97th Congress by outside interests and the way the decision makers used this information to develop policies regarding pregnancy disability compensation.

Gross, Carol J., Ed., "Collected Papers: Educational Equity Issues in Community Colleges." Washington State Univ., Pullman, Northwest Women Studies Resource Bank. 1978, 78p.
ED 172876 JC 790416

Three papers focus on problems of women in higher education. The lead article by Janice Brandstrom presents a model plan to recruit and retain more women in non-traditional vocational programs, and to assist women in obtaining related employment after completion. It describes a five-phase Career Development Program including suggestions for recruiting activities, courses and programs, counseling and support services, and job placement programs. Carol Gross reports enrollment data in terms of unduplicated headcounts for fall 1971 and 1976 for 13 Oregon community colleges. Following nationwide trends, female enrollment increased-- from 48% of the total in 1971 to 56% in 1976. The percentage of females over 24 years of age increased from 33% to 58%. Helen Remick describes personnel audits conducted for Higher Education Personnel (HEP) and State Department of Personnel (DOP) positions in Washington in 1973 to establish comparable salaries for comparable jobs. The results presented are for HEP only and indicate that "women's" jobs (those where at least 70% of persons holding the job are female) did not receive compensation in the same manner as "men's" jobs (where at least 70% of persons holding the job are male). At the lowest level, women received \$150 less per month; at the highest level, the difference was about \$400 per month. The salaries of "women's" jobs averaged 75% of those of "men's."

Gwinn, Yolanda; Williams, Doris K., "Women, Equity and Career Development." Bowling Green State Univ., Ohio, Career and Technology Education Graduate Faculty. 1978, 10p.
ED 166388 CE 019085

While federal legislation has opened doors to non-traditional career opportunities, many women are still training to become teachers, secretaries, and nurses. The most basic influence in socializing young girls into strictly feminine roles is the parental attitudes. Sex-associated roles, role limitations, and male-created barriers are constraints to women's ability to choose other careers. The University of Chicago Women's Report suggests that women face sexual discrimination, have difficulty gaining admittance to graduate school, and receive fewer fellowships than men. These factors are magnified when women choose non-traditional paths. In this culture, women's earnings are at the lower end of the pay scale. What can be done to alleviate the inequity of career choices for women? First, the effects of socialization may be counteracted by providing young girls education relative to career opportunities. Secondly, it may be necessary for counselors and teachers to rethink their attitudes toward sex-role behavior. Thirdly, counselors can help alleviate the perpetuation of sexual stereotyping in career choices. Fourth, formal curriculum may be easier to change if the needs of women are kept in mind. While promoting these solutions, we must begin by focusing on programs aimed at assessing the full impact of social institutions and attitudes on the development of sex-associated roles.

Hand, N. Shelton, Jr., "Employees," National Organization on Legal Problems of Education, Topeka, Kans. 1979, 127p.; Chapter 4 of "The Yearbook of Higher Education Law 1979" (EA 012 471); For related documents, see EA 012 471-477.
ED 182841 EA 012475

The author notes in his introduction to this chapter that judicial review of institutional decisions remains at an all-time high. He urges administrators to be aware of the developments in law pertaining to higher education but cautions them not to apply general concepts to specific questions. He notes that the weight of litigation in 1978 serves to warn that specific facts and factual situations have few, if any, "identical twins." The major emphases of the chapter are on faculty and staff employment (including discussions of selection and appointment and of dismissal and nonrenewal), and various kinds of employment discrimination--sex, race, religion, age, and national origin.

Heckert, Bonnie L.; And Others, "A Model Research Program to Provide Equity for Women Entering Engineering." Mar. 1978, 22p.; Paper presented at the Annual Meeting of the American Educational Research Association (Toronto, Canada, March 1978).
ED 153530 HE 009830

Under a grant funded under the Women's Educational Equity Act, the Department of Freshman Engineering at Purdue has developed a model

program for freshmen women entering engineering. The program focuses on an experimental course that provides beginning engineering women and men with: (1) hands-on laboratory experiences; (2) discussions by various model lecturers of contemporary problems, including environment, energy, and productivity; and (3) career planning sessions, including the use of interest inventories. Pre-testing and post-testing with standardized instruments and special surveys were used for evaluation of experimental and control groups with generally positive results.

Hudis, Paula M.; And Others, "Changes in the Structure of Work and the Sexual Composition of Occupations: 1870-1900." Sept. 1978, 46p. Paper presented at Annual Meeting of the American Sociological Association (73rd, San Francisco, California, Sept. 4-8, 1978).
ED 170184 SO 011177

Research on economic and employment opportunities for men and women has not focused enough on structural features of the labor market. Structural features, which influence worker's capacities to translate their human resources into labor market achievements, include profitability of industries, strength of worker organizations, skill requirements, permeability of labor market boundaries, and occupational sex segregation. A model based on shifts in occupational gender composition can help explain occupational segregation during a period of substantial industrial growth (1870-1900). Such a model can also be extended to other periods. Case histories of approximately 50 occupations (milliners, actors, musicians, journalists, teachers, scientific personnel, potters, for example) during the late 19th century illustrate the hypothesized occupational sex segregation. The model explains this segregation in terms of social definitions of occupations as women's work or men's work, differential acquisition of skills by gender, projected employment stability of males and females, and level of industrialization. On the basis of occupational sex segregation patterns from 1870-1900, it is concluded that present patterns of employment are influenced by the past, high status occupations continue to exclude women, and decreases in occupational segregation will occur only when labor market boundaries are rendered less rigid.

Kaminski, Donna M.; Erickson, Edsel, "The Magnitude of Sex Role Influence on Entry Into Science Careers," Aug. 1979, 21p.; Paper presented at the meeting of the American Sociological Association (Boston, MA, August, 1979).
ED 184855 SE 030505

Presented is a study reporting the findings relevant to the amount of variation of eleventh and twelfth-grade students in taking science courses. The findings are reported in terms of ability level (I.Q. scores), socio-economic status (father's occupational), eighth-grade academic grade-point average, and specific science grade in the eighth grade. The magnitude of the contribution of sex role in predicting eleventh and twelfth-grade entry into science courses, alone and when combined with I.Q., and socio-economic status and achievement in eighth grade are discussed.

Krchniak, Stefan P., "Variables Associated with Low Incidence of Women in School Administration: Towards Empirical Understandings." Mar. 1978, 25p.; Paper presented at the Annual Meeting of the American Educational Research Association (Toronto, Ontario, March 27-31, 1978)
ED 150719 EA 010351

This descriptive study reported personal and professional characteristics of a sample of women educators in Illinois who constitute the certified pool from which new public school administrators are likely to be selected. Data were also gathered on the following variables generally associated with the low incidence of women administrators: aspiration level, position-seeking assertiveness, personal and situational constraints, discriminatory employment practices, university training and placement services, and individual beliefs and attitudes. The Illinois Teacher Service Record and a mailed questionnaire were used as data sources. Findings included low aspiration levels, perceived discrimination, low mobility, and inadequate job-information networks.

Kumagai, Gloria L., "The Asian Woman in America," Apr. 22, 1978, 19p.; Paper presented at the Annual Conference on Ethnic and Minority Studies (6th La Crosse, Wisconsin, April 19-22, 1978)
ED 164630 UD 018679

Asian women have been in the United States for over one hundred and twenty years. They are, however, still victims of both sexual and racial stereotyping, the "cheap labor" syndrome, and are denied the opportunity to learn about their own history, heritage, and culture. Traditional female roles among Asian immigrants and a legacy of discriminatory attitudes have been largely responsible for the low status position of Asian women in American society and in their own ethnic groups. Despite the fact that increasing numbers of Asian women enter the U.S. labor market their wages are below the median for white women and men and they tend to be underemployed in light of their educational background. In addition, a lack of positive role models, media reinforcement of prevailing attitudes and stereotypes, and the double burden of sexism and racism have contributed to the different experiences of Asian women and white women. In order to rectify this situation, these differences need to be acknowledged and understood. Educational institutions can play a role in this by reexamining such things as textbook bias, multicultural curriculums, bilingual educational programs, teacher awareness, parent communication, and the implementation of programs such as Title VII and Title IX.

Kutner, Nancy G.; Brogan, Donna R., "Occupational Role Innovation and Secondary Career Choice among Women Medical Students," Aug. 1979, 20p.; Paper presented at the Annual Meeting of the American Sociological Association (Boston, MA, Aug. 1979).
ED 181303 CE 023886

Although all women medical students have demonstrated occupational role innovation by their career choice, their selection of the field in which

they will specialize during their medical careers (secondary career choice) may or may not represent additional innovation. Women enrolled in two medical schools in 1975-76 who stated that they had made a specialty decision were classified as either "Traditionals," if they chose a specialty in which women are disproportionately represented, or as "Pioneers," if they chose a specialty in which men are disproportionately represented; those who chose specialties having similar percentages of women and men formed a third group. Results from this study, and data from other recent studies, indicate decreased choice of Traditional specialties and increased choice of Pioneer specialties, especially by more recent entrants of medical school. As compared to women making Traditional choices, Pioneers were more willing to work in areas where women are not fully accepted and to devote extensive time to their medical practice.

"Last Hired, First Fired: Layoffs and Civil Rights. A Report of the United States Commission on Civil Rights," Commission on Civil Rights, Washington, D.C., Feb. 1977, 98p.
ED 137503 CE 009844

The effects of the 1974-75 economic recession on the effort to ensure equal employment opportunity for the Nation's minority groups and women are examined in the first section of this report, which documents the layoff of disproportionately large numbers of minority and female workers of minority and female workers during the recession, generally resulting from the fact that many were only recently hired and thus had earned little seniority. It is concluded that the recession seriously eroded affirmative action gains of recent years, frustrating the intent of Title VII of the Civil Rights Act of 1964, Executive Order 11246, as amended, and other programs enacted to help minority and female workers narrow the historic economic gap between them and white male workers. The likelihood of continuing high unemployment and future economic slowdowns, which threaten not only vulnerable minority and women workers with low seniority, but many white males, particularly youths, as well, is analyzed. The social costs of such unemployment, particularly that involving job losers and discouraged workers are described. Two sections of the report discuss layoffs and seniority and review the legality of layoffs by seniority when disproportionate numbers of minorities or women are affected. Alternatives to layoffs are explored in the fourth section, some of them already widely practiced in Western Europe and by some industries in the U.S. (e.g., reduction of hours, early retirement, rotation of layoffs, cuts in cost other than wages). In the concluding section suggestions are made for explicit Federal guidelines by the Equal Employment Opportunity Commission with regard to the "last hired, first fired" conflict based on the principle that all seniority-based layoff policies should be invalid as they apply to any work force that does not mirror the relevant labor market and the composition of which cannot be explained successfully by the employer.

Lesser, Philip, "The Participation of Women in Public School Administration," March 1978, 24p.; Paper presented at the Annual Meeting of the American Educational Research Association (Toronto, Ontario, March 27-31, 1978) ED 151958 EA 010455

This presentation reports on a study of the participation of women in public school administrative positions for the St. Louis Metropolitan Area (1968-9 through 1975-6). While the numbers and percentages of women in administration generally increased, these findings need to be qualified. First, when the number of administrators increased, men increased more than women; and when administrators decreased, women decreased more than men. Second, most of the increase registered for women occurred in personnel/support positions (where men likewise increased, though to a lesser degree) rather than in positions of decision making and control (where women declined and men increased).

Lewis, Charles H. "The Future of Blacks in the Recreation Profession," April 14, 1980, 8p.; Paper presented at the American Alliance for Health, Physical Education, Recreation and Dance National Convention (Detroit, MI, April 14, 1980) ED 189062 SP 016249

Qualified recreation professionals are abundant, particularly for administrative positions. However, many trained professionals have white, middle-class backgrounds which sometimes limit their understanding of the needs of low-income and minority neighborhoods. Blacks, women, and minorities can improve this situation if they can overcome economic and educational problems. They should look for employment in the commercial, industrial, private, voluntary, and religious sectors of recreation. Minority recreators must assume a greater responsibility for the quality of leisure services they provide. Good recreational planning will reduce the occurrence of crime as a leisure activity. Minority recreators must be prepared to meet future social and community needs.

Lewis, Martha Wells, "The Role of Women in Rural Youth Transitions." Jan. 1978, 11p. Sponsoring Agency; National Manpower Inst., Washington, D.C. ED171450 RC011361

Although the situation is changing, rural America has been the scene of declining opportunity for 50 years. For the many rural females left behind in communities depleted by outmigration, there are limited opportunities and few role models besides that of wife, mother, and farm woman. The role of farm women is demanding, self satisfying, and crucial to the well being of the family enterprise, yet not considered productive in economic terms. Most rural women come from a strong, resourceful tradition. They provide a social link to the community and a work hand on the farm whenever necessary. However, there are many women who face isolation, depression, and despair every day; it is these women who must be given hope. Work transition strategies for rural youth should involve the recognition and the respect of the work

that women do, and the realization that being a farm wife is a probable vocation for many rural girls. Women should be brought into the planning processes and school staff should be aware of and respect Title IX, the basic anti-sex discrimination in education statute. The most sensible strategies involve continuing current practices such as the 4-H Club and Green Thumb, which provide creative school-to-work transition experiences for both boys and girls.

Lindsey, Michael; And Others, "Employment Opportunities; Older Workers versus Women, Minorities, and Younger Workers? Nov. 29, 1979, 38p.; Paper presented at the Annual Scientific Meeting of the Gerontological Society (32nd, Washington, D.C. Nov. 25-29, 1979)
ED 184030 CG 014270

One of the primary concerns of many of the opponents of the Age Discrimination in Employment Act (ADEA) Amendments of 1978 was the possible adverse effects of the legislation on other labor force subgroups. Although groups such as the NAACP, the Urban League, and the National Organization for Women did not testify directly in opposition to the Act, they expressed their concern that the impact of the proposed legislation on other groups had not been adequately researched. The impact of ADEA on employers was investigated. Respondents were asked a series of questions on the expected impact of the ADEA amendments on women, minorities, and younger workers in their organization. Larger organizations, where women and minorities made major employment gains in the past decade, reported more expected reduction in opportunities for these groups than did smaller employers. If these expectations become reality, the advocate organizations for adversely affected labor force subgroups can be expected to lobby intensely against any further expansion of employment opportunities for older workers in the future.

Little, Robert H.; And Others, "Panel Discussion Outline: The Vietnam Veterans' Needs and Assessments." Oct. 25, 1979, 15p.; Speeches presented to the National Association of Veterans Program Administrators Convention (Alexandria, VA, Oct. 25-28, 1979)
ED 184639 JC 800199

The comments of six panelists are presented as transcribed at a workshop conducted by the National Association of Veterans Program Administrators in order to examine the special needs of Vietnam Era veterans. First, Robert Chapman discusses the employment, counseling and information needs of disadvantaged veterans, including disabled veterans, veterans with alcohol and drug problems, and incarcerated veterans. Next, Regina Watson examines the problems encountered by minority veterans in seeking employment and describes how peer outreach counseling at community colleges can boost the self-esteem of minority veterans and assist them in receiving necessary developmental education. Brenda Millirons then describes the second-class status of women veterans and calls for the increased participation of women in veterans' programs and organizations.

Next, Lee McLeod discusses the special assistance under-educated veterans need to complete their education under the G.I. Bill, and then Walter Lipe explores the role that college veterans' coordinators can play in aiding students in finding employment through state agencies and area industry representatives. Finally, Robert Chapman discusses the Job Opportunity, Political Action, and Welfare Assistance Programs sponsored by the Student Veteran Association at Thomas Nelson Community College, Virginia.

Loukas, Helen Franzwa, "Window Dressing Revisited," Apr. 30, 1979, 28p.; For related documents, see UD 017 890 and UD 019 135; Remarks delivered at the Annual Telecommunication Policy Research Conference (7th, Sky Top Lodge, Pennsylvania, April 30, 1979)
ED 173499 UD 019593

Job title information from seven television stations is used in this paper to demonstrate that minorities and women continue to be underemployed in broadcasting industry positions that have power or policy-making authority. It is pointed out that although minorities and women constitute 42 percent of all reporters and anchors on the local news shows of these stations, they have made virtually no gains in administrative or managerial jobs since 1975. It is also pointed out that the specific job titles held by minorities and women show not only that they hold relatively few managerial positions at local stations, but also that they rarely hold executive or policymaking jobs. It is concluded that the Federal Communication Commission's (FCC's) equal employment opportunity effort must be enhanced.

Marshall, Catherine, "Career Socialization of Women in School Administration," April 1979, 33p.; Paper presented at the Annual Meeting of the American Educational Research Association (San Francisco, California, Apr. 8-12, 1979)
ED 170908 EA 011669

This paper describes research that attempted to discover and describe the socialization process in school administrative careers that support or hinder women's decision-making for a career in school administration. After a theoretical framework was set up, twenty-five successful women administrators were interviewed and the data were analyzed. One contribution of the research was description of female career-role strain. Another contribution was the conceptualization of the progression in women's careers from culturally defined roles, through transition, to self-defined roles and delineation of the processes whereby women are denied equal access to informal socialization. The result was a model of career progression that emphasizes the importance of the transition period for women who aspire to or who fill higher positions in school administration.

McAfee, Naomi J., "Women in Engineering Revisited." 1978, 10p.; Paper presented at the Annual Meeting of the New York Academy of Sciences (New York, New York, March 6-8, 1978).
ED 173066 SE 026846

Engineering as a profession for women is examined. Although 1.0% of the engineering population is presently female, undergraduate enrollment has been increasing steadily since 1970. Some universities today have women representing 10-15% of their engineering enrollment. Beginning salaries are higher for female engineers than for male engineers, but there is controversy as to what happens after the first job. Initially women have the job advantage, but once employed, the promotions come more slowly and salaries are lower on the average.

McCarthy, Martha M., "Recent Developments in Sex Discrimination Litigation." National Organization on Legal Problems of Education, Topeka, Kans. 1978, 29p; Chapter 3 of "School Law Update--1977" (EA 011 530). For related documents, see EA 011 530-556.
ED 169638 EA 011533

This paper discusses sex discrimination as a judicial issue. Cases addressing differential treatment of men and women in the following areas are explored: student admissions practices, student athletic programs, employee pregnancy benefits and maternity leave policies, employee retirement benefits programs, and prerequisites to employment. Also discussed are jurisdictional issues under Title IX of the Education amendments of 1972, which prohibits sex discrimination against participants in any educational program receiving federal financial assistance. The paper concludes that while judicial declarations adhere to the 'separate but equal' doctrine in sex discrimination cases, the degree of 'equality' required remains obscure. Standards used to evaluate the impartiality of treatment afforded the sexes seem to fluctuate according to judicial mood. Future outlooks seem to indicate the Supreme Court will continue to limit the scope of federal protections and thus force individuals to seek relief from discriminatory practices under state constitutional and statutory provisions.

McGulgan, Dorothy, Ed., "New Directions for Black Women?" 1978, 13p.; Selected papers and excerpts from panel discussions from the conference on the "Black Woman in Transition" (Ann Arbor, MI, March 17, 1978).
ED 182413 UD 020257

This collection of papers deals with various aspects of the black female experience in America. "The Black Woman in Transition" discusses the effects of sexism and racism on black women with particular reference to employment and education; it is noted that black women, in comparison with other groups in society, suffer a proportionately higher rate of unemployment and lay-offs, have more restricted fringe benefits, and are located in the most menial jobs. "Black Women and the Law: Equal Employment Opportunity" examines some problems in enforcing anti-discrimination legislation. "The Black Woman and Her Family in Economic

Transition" explores changes within the black family with a particular focus on the changing status of the grandmother, the wife and mother, and the daughter over the last few generations. Excerpts are presented from two panel discussions: "Working Poor Female-Headed Households," and "Barriers and Strategies for Black Women in the World of Work."

Meece, Judith L., "A Theoretical Framework for Studying Students' Course Selection in Mathematics." April 1980, 18p.; Paper presented at the annual meeting of the American Educational Research Association (Boston, MA, Apr. 7-11, 1980).
ED 188876 SE 031018

Competence in mathematics has long been identified as a critical skill directly related to educational and, occupational choices. Mathematical skills are important for admission to many college majors, for a number of professional occupations, and increasingly for computerized technical occupations. Yet compared to male students, fewer female students elect to take mathematics beyond the minimal requirement. While females may receive less encouragement from parents and teachers, it is not the case that they are being systematically excluded through discriminatory course availability. On the contrary, all too frequently females choose not to take more advanced mathematics courses. While many researchers have expressed interest in this problem, especially in the effects of attitudes on achievement and course selection in mathematics, research has been seriously limited by a number of methodological and conceptual shortcomings. Of major importance is the lack of an integrative theoretical framework to guide the selection of a comprehensive set of variables for study and a definition of these variables in terms of their relevant dimensions. In response to this shortcoming, this paper summarizes research on achievement and course selection in mathematics and then integrates this research into a theoretical model for studying students' academic choices and decisions.

Minter, Mary D., "Status of Civil Rights in Texas, Volume III: A Report on the Status of Minority Group Members and Women in Public Employment and Public Education in Texas During 1977." Jan. 1980, 84lp.; For related documents, see RC 012 087-089.
ED 188821 RC 012090

The Texas tradition of placing women and minorities in lower paying, less prestigious jobs without policy-making responsibility continued through the 1970s in the areas of public employment and public education. For all employment at all governmental levels in all regions and city sizes, minority members and women earned the lowest salaries. Prestigious, well paying, key decision-making jobs were almost exclusively the province of white/Anglo males. Where large minority concentrations existed, minority participation in key positions was enhanced but by no means assured. Public education reflected the trends of public employment in that there was an absence of minority members and women in key positions throughout the state system. Even when a minority group

formed a majority of the local population, key administrative staff was not necessarily drawn from the minority. Superintendents were minority members only when a majority of the local school board were also minority members. Within the Texas Education Agency, 90% of the jobs with salaries over \$25,000/year were held by men and 93% by white/Anglos, while 77.2% of the jobs with salaries under \$10,000/year were held by Hispanic women.

Mitchell, Grace H., "The New Majority: The Educational Needs of Present and Future Women Students of the California Community Colleges." California Community and Junior Coll. Association, Sacramento, Apr. 26, 1979, 22p.
ED 178112 JC 790495

In March, 1979, the Commission on Women of the California Community and Junior College Association held two hearings to determine the needs of present and potential women students in the California community colleges. Of the more than 125 individuals in attendance, 48 presented approximately ten hours of testimony. Throughout the hearings there was a clear call for such special services as child care; adequate financial aids; instructional offerings which develop marketable and academic skills as needed, and strong support services including career counseling, emotional support groups, resource information and referral, transitional programs, and assistance in job placement. Problems of sex bias and stereotyping were shown to prevent women from entering training programs for male-dominated and better paying jobs. The Commission strongly recommended that the colleges provide services to meet the expressed needs of this group that in 1978 accounted for 53.1% of the total community college enrollment. Numerous facts about women also emerged from the hearings, including information about increasing numbers of families headed by women, average earnings of females as opposed to males, the increasing proportion of women in the work force, and their lack of educational and job skills. Additionally, the characteristics of and needs specific to re-entry women students and young adult women were determined.

Moore, Kathryn M.; Wollitzer, Peter A., "Recent Trends in Research on Academic Women: A Bibliographic Review and Analysis." April, 1979, 28p. Paper presented at the annual meeting of the American Educational Research Association (San Francisco, California, April 12, 1979).
ED 176618 HE 011595

The role of women as higher education faculty and administrators is investigated in this portion of a review of the literature on academic women since 1970. The various types and orientations of the studies reviewed are discussed and analyzed. The topic of sex discrimination was found to dominate a majority of the research on faculty women. Two types of discrimination studies are discussed: descriptive and explanatory. The descriptive research tended to produce similar conclusions: faculty women's mobility, promotion rates, salaries, access

to research and opportunity networks, are all subject to discrimination in relation to men. The explanatory studies examine such questions as why there is discrimination and how it works. Productivity and success elements are also examined in these studies that focus on the significance of the differences between males and females. The theme of discrimination was found to be central to the research on women administrators. In general the research shows that administrative employment patterns vary substantially by race and sex, and that salary differentials are most consistently related to sex. Examples from specific works are cited in the analysis of research on both women faculty and administrators. It is concluded that this literature review provides an assessment of the efforts to equalize the opportunities and advantages available to women. Recommendations for further study are included as well as an extensive bibliography.

Munce, Virginia W., ed. "Highlights of the Women in Government Conference (Staunton, Virginia, October 12-13, 1978)."
ED 188958 SO 012635

Major goal statements, speeches, and excerpts from workshops at a conference on women in government are presented. An introduction explains that major conference goals were 1) to provide a forum for discussion for students, educators, and professional women in government and politics; 2) to increase awareness of opportunity in government careers; 3) to discuss issues of concern to women pursuing careers in government; and 4) to consider effects of legislation in overcoming barriers and creating opportunities for advancement of women in government. Three papers are presented. In "Women in Government Leadership and in International Affairs," Betty Southard Murphy reviews women's rights from the 1600s to the 20th century. In the second speech, Ethel Walsh summarizes "What Title VII has done for Women." She stresses that the major impact of this legislation has been to draw attention to organizations persisting in discriminatory employment practices. In the final speech, "The Federal Civil Service as a Career," Eva Poston explains advantages of working in a government agency. Also included are excerpts from conference workshops on topics including running for political office, climbing the career ladder, international careers, and state and local government careers. A bibliography of resources on women in government concludes the document.

Nieva, Veronica F., "Women in Leadership Positions: Research to Date," Aug. 29, 1978, 30p.; Paper presented at the Annual Convention of the American Psychological Association (Toronto, Ontario, Canada, Aug. 1978)
ED 172125 CG 013568

Until recently there has been little research interest in the possible impact of sex on leadership. Both general leadership research and the more recent materials on women who are leaders concentrated upon three areas of leadership--personality, style, and power--with the subordinate reactions they elicit. Traditionally, women have been viewed by both

sexes as the antithesis of the desirable leader personality, but research on men and women actually occupying leadership positions denies the stereotypic view held by their own supervisors. The validity of leadership as personality has begun to be questioned. Using the sex-linked styles of Consideration (female) and Initiating Structure (male), including criticism of its validity, subordinates reacted negatively to female supervisors reflecting perceived lack of female power, while being supportive of most sex-role congruency. Power differences for both anatomy and mastery were common and may account for the negative reactions to female leaders because they are not allowed to function effectively. Presently, subordinates hold strong beliefs about sex-linked differences, despite contrary research data.

Nordin, Virginia Davis, "Employees." 1977, 55p.; Chapter 6 of the Yearbook of School Law--1977 (EA 010 020); For related documents, see EA 010 020-027. ED 145559 EA 010026

Cases involving employment interests of teachers, administrators, and other school employees generally continue trends set in earlier years. Discrimination considerations continue to play an important role. One area in which the courts might be said to intervene somewhat more than in others is the prevention and remediation of race discrimination. Courts have been quick to defend the rights of black employees both in districts under desegregation orders and in other cases, such as the case mandating more hiring of minorities in a St. Louis suburban system. Despite the amount of legislation regulating sex discrimination, relatively few cases reached the courts during the past year. One of the most significant opinions was the decision by the supreme court of Indiana invalidating the adoption of separate actuarial tables for the computation of benefits of male and female retired teachers. Other traditional areas of concern receiving attention are employee dismissal and discipline, tenure and seniority, and questions of substantive and procedural due process.

Ogan, Christine L., "On Their Way to the Top? Men and Women Middle-Level Newspaper Managers," Aug. 1979 33p.; Paper presented at the Annual Meeting of the Association for Education in Journalism (62nd, Houston, Texas, August 5-8, 1979). ED 173837 CS 204991

A telephone survey of 217 men and 232 women who held middle-level management positions at 363 daily newspapers in the United States was conducted to compare their job responsibilities, compensation patterns, and personal characteristics and to examine their attitudes concerning job aspirations, mobility, and relations with their superiors. The results revealed that although men and women alike held jobs in mid-management that were demanding in terms of time and responsibility, men still made more money than women for comparable effort. This difference held even when controlling for a respondent's experience, age, educational level, number of employees supervised, and degree of budget control, and for

the circulation of the respondent's newspaper. In addition, it was shown that women were as willing as men to accept job transfers and were equally as ambitious. Finally, women's lack of "team-play" experience seemed not to affect their attitudes about their jobs.

O'Leary, Jeanne M., "The Changing Role of Women in the Rural Economy," Aug. 1979, 17p.; Paper presented at the Annual Meeting of the Rural Sociological Society (Burlington, VT, Aug. 23-26, 1979).
ED 186176 RC 012006

Labor force participation of nonmetropolitan women rose in the 1970's but not in a consistent pattern. Their labor force participation rose 4.5% between 1973 and 1978, when they comprised 41% of the total non-metropolitan labor force. Although women accounted for 89% of non-metropolitan employment growth in the 1960's and 58% in the 1970's, their mean earnings declined. A greater percentage than before of nonmetropolitan women entered professional, technical, managerial, clerical, craft, and service sector occupations while fewer entered operative occupations, a former source of great employment gain for the nonmetropolitan female population. Educational level correlated positively with occupational choice and both factors together has implications for job stability. The three main factors which influenced the decisions of rural women to enter the work force are; economic considerations (resulting from inflation); changing family structure and social attitudes (the largest net increase in nonmetropolitan female labor force participation rates occurred for ages 25-34, prime childbearing years); and more job opportunities (resulting from the decentralization of manufacturing to rural areas).

O'Leary, Virginia E., "Barriers to Professional Advancement among Female Managers," Aug. 1978, 38p.; Paper presented at the International Congress of Applied Psychology (9th, Munich, Germany, Aug. 1978).
ED 173549 CE 019863

It appears that there is nothing inherently associated with femaleness which should preclude the ascendance of women into management positions. However, barriers do exist and they stem from such factors as societal sex-role stereotypes, attitudes toward women in management, attitudes toward female competence, and the prevalence of the male managerial model. These factors are external to the woman herself but may create barriers to her job-related aspirations. Internal factors which may serve to inhibit the expression of upwardly mobile occupations include low self-esteem and fear of failure, as well as the perceived consequences of occupational advancement and the incentive value associated with such expectations. Increasing employment opportunities for women represent a small first step toward equalizing the distribution of men and women in the labor force. However, it appears that a concerted effort to modify existing societal attitudes, to provide environmental support for dealing with the real pressures arising from role conflicts, and to redefine the exclusively male managerial model will be required to diminish the impact of the pervasive stereotypes which seem to be remarkably effective in keeping women out of managerial positions.

- Oller, C. Sakre, "Differential Experiences of Male and Female Aspirants in Public School Administration: A Closer Look at Perceptions Within the Field," Apr. 1979, 11p.; Paper presented at the Annual Meeting of the American Educational Research Association (San Francisco, California, April 8-12, 1979).
ED 173932 EA 011947

This thesis explores the idea that aspirants in the field of educational administration, particularly females, may be remiss in assessing both the capabilities they bring to the field and their individual chances of finding work there. Perceptions of the subjects were studied via survey research in three main areas: graduate school experiences, career building issues, and experiences within the field. Results showed that some women perceive they may not receive the same kind of encouragement in graduate school that male students enjoy and also believe they lack access to the kinds of financing men in administration fields receive. As for career building issues, women look to family members as role models in childhood, perceive themselves as receiving less career counseling, suspect they do not have the same kinds of degrees that men do, perceive a lack of mentors for themselves, and believe they experience career interruptions more often than men. The major barriers women experience in the field include sex role stereotyping, socialization, and sex discrimination. The paper closes by advocating that women pursuing careers in educational administration be encouraged to realistically assess their skills as well as their chances of finding positions within the field.

- O'Neil, James M.; And Others, "Research on a Career Workshop to Reduce Sexism with Women." 1979, 30p.; Paper presented at the Annual Convention of the American Psychological Association (87th, New York, NY, Sept. 1-5, 1979).
ED 181354 CG 014077

A four-week career workshop was designed to provide college women on a large midwestern campus with information about sexism, sex roles, career planning, and career resources in an effort to sensitize them to past sex role biases. Portions of a 28-minute color video tape (not included in this document) were presented to the subjects and discussed each week in small groups. The video tape presentation is a direct application of a model depicting factors affecting both sex role socialization and career planning processes. A sample of the women (N=60) was divided into treatment and control groups. Treatment effects were assessed by means of five career and sex role instruments in a pretest-posttest-control group design. Results indicated that the treatment subjects spent more time thinking about career planning; described themselves as more masculine; and reported investigative, social and enterprising careers as more appropriate career choices than did control group subjects. Future research is recommended to sensitize students to the effects of sexism and past sex role socialization on career decision making.

Ortiz, Flora Ida, "The Hierarchical System of School Administration: The Contributions of Qualitative Research," Mar. 1978, 14p; Paper presented at the Annual Meeting of the American Educational Research Association (Toronto, Ontario, March 27-31, 1978)
ED 150732 EA 010364

This ethnographic study relates the structural components of the educational system to the processes by which women gain admission, establish an administrative career, and finally advance within its hierarchy. It was found that the "opportunity structure," "power structure," and "sex ratio" were structural components contributing to the absence of women in school administration.

Panko, Jessie Symington, "Sexism in Education? A Study of Future Teachers' Attitudes Toward Women," Feb. 1979.; Paper presented at National Meeting of the Association of Teacher Educators (Orlando, Florida, Feb. 19-21, 1979)
ED 167513 SP 013834

The main question investigated by this study was whether future teachers' attitudes toward women were significantly different from the attitudes of other college students. The subjects of this research were college students divided into two groups--education majors and majors in other subjects. A Likert-type scale questionnaire was administered consisting of statements about women's rights and roles in vocational, educational, and intellectual activities; dating behavior and etiquette; sexual behavior; and marital relationships. Little significant difference was found between the attitudes of future teachers toward women and those of other students. The suggestion is offered that future teachers should receive preservice and inservice training to change their attitudes from acceptance of many sex stereotypes so they may educate children in a way that is bias free. A sample of the questionnaire is appended as well as selections from the Illinois Law providing sex equality in education.

Peplau, Letitia Anne; Rook, Karen, "Dual-Career Relationships: The College Couple Perspective," Apr. 1978, 7p.; Paper presented at the Annual Meeting of the western Psychological Association (58th, San Francisco, California, April 19-22, 1978).

Investigated are the following: (1) college student preference for a dual-career marriage; (2) factors which lead to this preference; and (3) the effect of these attitudes on patterns of interaction among dating couples. Subjects were 231 dating couples. Questionnaires were utilized, with follow-ups conducted six months, one year, and two years after initial testing. Findings indicate that dual-career marriage is popular among a sizeable proportion of students, with men being more traditional than women; dual-career students are less traditional, with women more likely to attend graduate school, and men more likely to have higher SAT scores; "mismatched" couples appear less satisfied,

while traditional couples date more exclusively and give higher estimates of probable marriage; dual-career couples are more likely to report equal power; and mismatched couples are more likely to break up, while traditional couples are more likely to become engaged or married. Although the popularity of dual-career marriage in this sample is striking, it seems unlikely that all of these students will achieve this ideal. Major inconsistencies are evident between ideals and specific attitudes about future work and family commitments.

Poll, Carol, "It's a Good Job for a Woman (and a Man): Why Males and Females Choose to be Elementary School Teachers." Aug. 1979, 18p.; Paper presented at the Annual Meeting of the American Sociological Association (Boston, MA, August 1979).
ED 183562 SP 015829

Interviews of male and female teachers working in a large urban center indicate that sex and socioeconomic variables are significant reasons for becoming elementary school teachers. Males decide to become elementary school teachers late in their college years or after graduation, often as a compromise career choice. Males appear willing to cross sex-typed job lines if they see opportunities for financial rewards, good working conditions, or upward mobility. In contrast, women often decide to become elementary school teachers before entering college, because they believe it offers more financial rewards and better working conditions than other female sex-type jobs.

Rehnke, Mary Ann, "Strategies for the Challenges Facing Women in Higher Education Administration," Apr. 1980, 10p.; Paper presented at the Annual Meeting of the National Association of Women Deans, Administrators, and Counselors (Cincinnati, OH, April 12, 1980).
ED 184396 HE 012393

Women administrators in higher education must deal not only with the usual challenges facing administrators decision-making, resolving conflict, and advancing professionally, but also with the effects of sex stereotyping. Women are not seen as decision-makers, nor as conflict-resolvers, and are often viewed as supporting personnel rather than people interested in professional development. To study these additional challenges, the 400 Kentucky members of the National Identification Program for the Advancement of Women in Higher Education were surveyed. As a result the challenges are divided into seven categories, those of: (1) acquiring the first administrative position; (2) dealing with social stereotypes on the job; (3) management skills; (4) dealing with the reward system; (5) conflict between personal and professional life; (6) professional advancement; and (7) the woman administrator who perceives no problems and therefore makes no attempt to overcome them. Specific remedies are suggested for individual women administrators, such as time and task management skills and resources.

Riccardi, Toni; And Others, "Careers and Management: Strategies for Women Professionals." Pre Conference Seminar (Cincinnati, Ohio, March 24-25, 1979). Mar. 1979, 81p.
ED 177311 CE 022595

This report presents the proceedings of the pre-conference seminar, "Careers and Management: Strategies for Women Professionals," which concentrated on issues related to (1) practicing techniques and strategies which can be applied to on-the-job situations, especially as related to career advancement and (2) developing methods of overcoming problems and barriers which may hinder career growth for women in management and administration. Among the six presentations given were the following: Sex-Role Stereotyping and Socialization, by Cindy Woolbright, which focuses on the idea that the socialization process has been very different for men and women; Management Theories/Models, by Rufus Simmons, which summarizes data indicating the lack of women in positions of managerial and administrative leadership and reviews an alternative management system; Perspectives on Time: Developing Procedures for More Effective Operation, by Stayton Wood, which suggests a method of dealing with the predictable, the routine, and the annual responsibilities which all college union professionals encounter each year; and the Organizational Women: Dilemmas, Contradictions, and Strategies, by Judith Touchton, which emphasizes career management in the context of the institution or organization.

Ries, Ann E.; McCracken, J. David, 1980, 16p.; Paper presented at the Central Region Agricultural Education Conference (Kansas City, MO, July, 1980). "Relationship of Perceived Sex Bias and the Decision of Women to Teach Production Agriculture". (ED 187950 CE 025673)

A study sought to determine whether the perception of sex bias influences a woman's decision to teach vocational agriculture. Separate questionnaires were administered to female secondary vocational agriculture students, female university students enrolled in agricultural education, and female vocational agriculture teachers. Each of the questionnaires dealt with perceptions of sex bias and with the desirability of agricultural education as a career. Among the findings of the study was that with respect to their perception of sex bias, in response to the statement concerning community acceptance, 72.3 percent of the secondary students agreed that the community would accept a woman vocational agriculture teacher. Similarly, 61.1 percent agreed that a woman vocational agriculture teacher would get along well with her class, while 58.7 percent either disagreed or strongly disagreed that students in vocational agriculture would not accept a woman teacher. On a question concerning desire to teach, 59.6 percent of the female university students agreed that they would consider teaching production agriculture. A total of 48.7 percent did not feel it would be difficult to find a job teaching production agriculture because of their sex. A majority of the female teachers surveyed (70%) did not agree that administrators were reluctant to hire a female vocational agriculture teacher.

Roos, Patricia A., "Sexual Stratification in the Workplace; Male-Female Differences in Economic Returns to Occupation." Aug. 1978, 36p.: Paper presented at the Annual Meetings of the American Sociological Association (San Francisco, California, Sept., 1978.)
ED 160826 CE 018025

Using data from 1974 to 1977 National Opinion Research Center Surveys, the investigator examined differentials in income between currently employed white men and women ages 25 to 64 (sample size: 965 men and 672 women). Special attention was given to explanatory effects of occupational characteristics other than those traditionally used in the prestige or status-defined model. The results, based on a multivariate regression analysis and a regression standardization procedure, suggest that a significant part of the income gap between men and women is because of the concentration of women in a few occupations which are typically low paying and heavily female and which do not allow their incumbents the opportunity to exercise authority or to control the means of production. Incorporating these factors into a model of earnings hypothetically increased women's earnings as a percentage of men by approximately seven percent, to approximately sixty-three percent. A similar hypothetical improvement was found when just single women's earnings were adjusted to take account of their concentration in low level employment. The addition of occupational characteristics to the income attainment model thus complemented the human capital approach to the male-female earnings differential and improved on the prestige or status-defined model traditionally employed. The findings suggest that male and female workers face a segregated labor market which adversely affects women's earnings relative to men's.

Rose, Clare; Menninger, Sally Ann, "The Future of Women in Science and Engineering." Keynote Address at Women's Career Day in Computer Science at the University of Southern California, October 7, 1978. 9p.
ED 166052 SE 026574

This keynote address was presented at Women's Career Day in Computer Sciences at the University of Southern California on October 7, 1978. It gives evidence for the increase in participation of women in science and engineering programs at colleges and universities, as well as the job market. Opportunities for women in the field of computer science are discussed.

Rose, Clare; And Others, "Responsiveness vs. Resources: The Implementation and Impact of Affirmative Action Programs for Women Scientists in Postsecondary Education." AIR Forum Paper 1978. May 1978, 30p.: Paper presented at the annual Association for Institutional Research Forum (18th, Houston, Texas, May 21-25, 1978)
ED 161389 HE 010623

A series of statistical analyses was conducted of institutional and departmental trends in women's graduate enrollment and employment in

science and engineering in the 50 leading doctorate-granting institutions. Site visits to a diverse group of nine selected institutions were conducted. The schools were selected to be representative of the total sample of 50 institutions. The site visits allowed probing behind the statistical data in order to understand more fully the institutional and departmental processes involved in the employment, retention, and advancement of women scientists. The findings from the site visits are discussed. Interviews were conducted with administrators, faculty, and graduate students in the following fields: engineering, physical sciences, environmental sciences, mathematical sciences, life sciences, psychology, and social sciences. Following the national figures, the percentage of women employed in science and engineering fields within the schools visited, as well as within the 50 schools, is 16 percent. Women in psychology is 22 percent, the life sciences 20 percent, and the social sciences 4.6 percent, and in the physical sciences 6.0 percent. Other information is presented and analyzed and statistical tables are included.

Salene, Dorothy H., Ed.; Jacobson, Marilyn D., Ed. "Managing the Life Cycle." Conference Proceedings and Commissioned Papers., Oct. 1979, 186p.
ED 181189 CE 023435

Examining the changing patterns in adult growth which alter family, learning, and work behaviors, the presentations collected here were given at a conference in which scholars, teachers, counselors, industrialists, and therapists met to explore the linkages between education and work throughout the life span. The edited transcripts are organized around four topics: individual's psychological makeup, the adult's development as learner, the adult's development as worker, and adjustments to changing roles. The three papers on psychological growth focus on gender and mid-life development, the latter half of life, and intergenerational communication. One paper on the adult as learner focuses on broad conceptual framework, the other on the particulars of current theories. Seven papers focus on the adult worker: labor market and life cycle needs, middle-aged worker and career change, role of the intermediary, labor market linkages (federal manpower programs), government intervention, a consumer's guide to labor market information, and managing your career. The final two papers examine the changing roles of women, one describing the "new" woman, the other examining some myths about working women.

Shann, Mary H., "Attitudes of Professional Men and Women toward Women's Roles in Society." April, 1979, 32p.; Paper presented at the American Educational Research Association Convention (San Francisco, California)
ED 169391 CE 020613

To study internal psychological barriers to women's equity in formerly male education and occupational domains, Matthew's scale of attitudes toward women's roles in society was administered to 294 male and 261 female graduate students pursuing degrees in one of six professional

areas, three male-dominated and three traditionally female-dominated. In measuring attitudes toward women's societal role, it was found that men and women differed in perceptions of appropriate women's roles, perceptions of general male attitudes toward women's roles, interest in child care, support for early socialization of girls as homemakers and views that parents prefer daughters' early marriages. Men were consistently closer to the traditional, stereotypical position on these scales than women, with one exception--women expressed greater liking for children and the traditionally feminine child care role. Sex differences followed consistent patterns across career groups, and professionals, regardless of gender, differed in attitudes according to their career pursuit. Some attitude differences among career groups did parallel divisions by gender dominance. For example, law, business, and medicine groups expressed lower interest in child care than did those in traditionally feminine professions-- social work, education, and nursing.

Smith, Cynthia J., Ed. "Advancing Equality of Opportunity: A Matter of Justice." Ford Foundation, New York, N.Y., 1978, 213p.; Proceedings from the national invitational conference (Washington, D.C. May 1977)
ED 156033 HE 010149

Papers include: public responsibility for equality and justice (Charles V. Hamilton); justice is the reversal of discrimination (Kenneth S. Tollett); the ramifications of Bakke and the destiny of affirmative action (Herbert O. Reid, Sr.); the justice of affirmative action (Kenneth A. Strike); legislative and administrative attacks on affirmative action (Robert M. O'Neil); legislative strategies designed to attain equality and justice (Barbara J. Williams); faculty and nonacademic employment problems in implementing affirmative action (Beverly E. Ledbetter); increasing the supply of minorities and women (Freddie L. Groomes); affirmative action in a declining economy (David H. Swinton); overcoming barriers to educational opportunity (Roger W. Heyns); the future for community colleges and their products (Donald H. Godbold); the future of graduate and professional schools (Bernard C. Watson); minorities in higher education, recent advances and current problems (Carlos H. Arce); and higher education's responsibility for advancing equality of opportunity and justice (James E. Cheek). Some discussions and closing comments are included.

Smith, Joyce L.; Jenkins, Quentin A. L., "Cotton Chopping to Administrative Chairperson; The Changing Role of Women on Small Farms," Aug. 23, 1979, 23p.; Paper presented at the Annual Meeting of the Rural Sociological Society (Burlington, Vermont,) ED 175602 RC 011586

The objectives of this case study are to determine the personal, family, and community interactions of women on small farms, to determine how women on small farms are affected by social and cultural change, and to determine the influence of significant and generalized others on the behavior of women on small farms. The theoretical framework includes the elements of symbolic interaction and role theory and

embraces the role-making process, the "folk norm of consistency", the tentative nature of interaction, the process of role verification, and self-conception and role, all of which show linkage between roles as a social change process and reactions of members of the small farm communities. Subjects are 54 Louisiana families, including 111 females, who are participating in a Small Farmer's Project, cultivate at least 4 acres, and report less than \$5,000 income from the farm enterprise. Beginning in August 1978, the families are studied for 9 months through participant observation. Findings indicate that the small farm families are still traditionally oriented; most females are from relatively poor small farm backgrounds; though the women consider their husbands and fathers as directors of the farming operation, they are not usually dominated by the men and have considerable control of financial affairs and decision making; sons are taught small farm work ethics, while daughters are given special consideration in formal education.

Steel, Lauri; Wise, Lauress L., "A Lifespan Perspective on Adults' Achievement and Life Quality," Sept. 1978, 22p.; Paper presented at Annual Meeting of the American Psychological Association (Toronto, Canada,) ED 186295 SO 012464

This paper explores how life course organization influences overall quality and achievement, with emphasis on achievement differences between men and women. Life course organization refers to the level, timing, sequencing, and continuity of educational, occupational, marital, childbearing, and other commitments made by an individual over a life-span. Findings from existing research on the educational/occupational attainment process generally indicate that women obtain fewer years of education than men and receive lower pay for similar jobs, even when the amount of education is controlled. Hypotheses are that variations in educational and work histories directly affect subsequent achievement and that the greater variability in life course patterns among women is related to women's lower achievement in adulthood. The sample (2,010 males and 2,025 females) was based on data from a longitudinal study in which over 400,000 men and women who were in high school in 1960 were questioned at age 19, 23, and 29 regarding their family backgrounds, cognitive skills, knowledge levels, interests, and plans. Findings indicated clear sex differences in continuity of schooling and work between high school and age 29, negative impact on income from work interruptions (mostly by women), and persistence of sex effects on job prestige and income in spite of controls. The conclusion is that the continuity of schooling and work do have some value for explaining differences in subsequent achievement between men and women.

Swoboda, Marian Jean, "Profile of Enrollments by Instructional Program Areas: A Study of Traditional and Non-Traditional Choice of Disciplines by Women." April 10, 1980, 29p.; Paper presented at the Annual Convention of the National Association of Women Deans, Administrators, and Counselors) ED 188051 CG 014445

Women have traditionally entered courses of study congruent with social

sex-role stereotypes. Two critical questions were examined with regard to their choice of college major--whether traditional or non-traditional. Women and men enrolled in 22 instructional program areas in the University of Wisconsin system for the years 1973-74 and 1977-78 were compared. Women continue to dominate the areas of home economics, library science, foreign languages, health professions, education, fine and applied arts, and public affairs and services. Women are also moving into non-traditional areas, although neither their percent of total enrollment or their actual numbers approach those of men. The greatest movement of women into non-traditional majors is in the area of business and management, followed by agriculture and natural resources, biological sciences, and engineering.

Tarbell, Marie Mayor; And Others, "New Directions and Awareness: A Working Conference on Equity and Employment." Hagerstown Junior Coll., Md.; Maryland State Dept. of Education, Baltimore, Div. of Vocational-Technical Education)
ED 174284 JC 790462

The proceedings of a conference focusing on women and employment are presented. The keynote address by Marie Tarbell summarizes recent statistics describing women's position in the paid work force. She reports that women comprise 41% of the paid work force and can expect to work an average of 22.9 years. Despite their increasing participation, women remain in stereotyped "women's jobs," such as clerical and service workers, with median incomes \$4,818 less than their male counterparts. Minority women have the lowest average income of all workers. Two conference workshops, using small group discussions, addressed the topics of (1) nontraditional jobs in terms of expectations of employees and employers, paths of entry and recruitment efforts, barriers to entry, and areas for improvement; and (2) social service careers with regard to the need to recruit women into the field and ways in which women may be made aware of social service careers. An address by Carol Ellason concludes the conference proceedings, describing postsecondary nontraditional vocational programs available to women. A questionnaire used to evaluate the conference is appended and the results are summarized.

Tarborg, James R.; Zalesny, Mary D., "The Socialization of Women Graduate Students in Traditional and Non-Traditional Academic Disciplines." Aug. 1978, 19p.; Paper presented at the Annual Convention of the American Psychological Association (Toronto, Ontario, Canada)
ED 172082 CG 013524

The socialization process (defined as the transition from "naive newcomer" to "established incumbent") of women into both traditional and non-traditional academic disciplines was investigated. Graduate students (N=98 males and 46 females) completed questionnaires assessing work congruence, problem areas, personal feelings, physical health, life stresses, work involvement, perceptions of accomplishment, and expected

units of credit and grades. Results indicated that: (1) few differences exist between male and female graduate students in terms of work and life experience; (2) interpersonal relations with other graduate students tended to decline in the early part of the academic year; and (3) although females initially "fit in" less well than males, this difference was reduced to non-significance by the end of the first semester.

Terry, Arthur F., Ed., "The Four-Year College: Education and Work Alternatives, Spring Workshop, April, 1979." Sept. 1979, 76p.
ED 179150 HE 011975

Three speeches and nine clinic summaries from a workshop on the four-year college and career education are presented. In Daniel Behring's speech, "Career Education: Creative Program Opportunities for the College Administrator," The importance of career education on the college campus is discussed. Behring offers four suggestions for administrators, such as placing career education within the context of the existing goals of the school. In "Alternative Schools: Today and Tomorrow," Robert Barr addresses the issue of alternative education and presents an overview of some on-going programs. Shirley McCune, in "Achieving Sex Equity in Career Education," emphasizes the need for sex equity, the role of sex stereotyping in education, and the lack of responsiveness and effort in teacher education institutions toward the problem. Topics of the nine clinics are as follows: the role of the college administrator in career education, cooperative education, evaluating career education components in teacher education programs, sex role stereotyping guidelines for teacher educators, learning centers for career choice, faculty internships sponsored by the Kellogg Foundation, Career Activity Packages Self-Utilized Learning Experiences (CAPSULE), a new approach to course development, and a description of Oregon career education for preservice teachers.

"The Coming Decade: American Women and Human Resources Policies and Programs, 1979, Hearings before the Committee on Labor and Human Resources, United States Senate, Ninety-Sixth Congress, 1st Session, Part 2." April 9, 1979, 292p.; Not available in paper copy due to small print; For a related document see CE 022054.
ED 178767 CE 023273

Proceedings are presented of hearings before the Senate Committee on Labor and Human Resources to examine the conditions and opportunities confronting American women in the workplace and how government policies and programs have aided or restricted women. Among those testifying were Clara Allen and Stanley Van Ness on employment, the plight of the displaced homemaker, drug abuse, and domestic violence; Elizabeth Lyons on education, employment, antipoverty efforts, and business ownership; and Geraldine Delaney on the rehabilitation of women who are addicted to alcohol and the alcohol-like drugs. Twenty-nine prepared statements submitted at the hearings are provided.

"The Pregnancy Discrimination Act of 1978 and Its Impact on Educational Institutions." April 1979, 7p. Available from: Project on the Status and Education of Women, Association of American Colleges, 1818 R. Street, N.W., Washington, D.C. 20009 (single copies free)
ED 174130 HE 011500

The Pregnancy Discrimination Act of 1978--which amends Title VII of the Civil Rights Act of 1964--and its impact on educational institutions are discussed. The Act prohibits discrimination against women employees because of pregnancy, childbirth, or related medical conditions. It covers hiring, promotion, firing, and seniority rights as well as fringe benefits such as sick leave and health insurance. A summary of requirements for institutional compliance with the act includes a discussion of the basic requirements of the Act and its effective date; insurance benefits; abortion coverage; pregnancy leave; impact on students, spouses, and dependents; and how the Act will be enforced. A copy of the Act is appended.

Thomas, Hollie B.; And Others, "Impact of an Educational Program Designed to Assist Women Overcome the Deterrents to Entering Non-Traditional Occupations." April 1980, 36p.; Paper presented at the American Educational Research Association Annual Meeting (Boston, MA)
ED 186636 CE 024883

A study determined whether a short-term educational program could be used to help women overcome personal-social barriers to entry into non-traditional occupational preparation programs. Twenty women from each of three community/junior colleges were surveyed using the Survey of Women's Attitudes about Careers (which was also used for post-testing) to determine what the barriers were. A treatment program, based on survey findings, was designed and delivered. The treatment program, which addressed decision making, goal setting, self-knowledge, and awareness of career opportunities, was intended to assist women in overcoming barriers for entry into nontraditional employment and to encourage them to become self-directed in their career development. Posttests and follow-up interviews were used to assess the program's impact by considering (1) changes made by participants as a result of specific goals, (2) application to and problems encountered in apprenticeship and training programs, and (3) degree of support from family and friends. It was concluded that the program did have some impact in assisting women to enter nontraditional occupations by helping them set career goals and change stereotypical attitudes. Participants also reported feeling less deterrence from potential barriers and having more control over their career development.

Thornburg, Hershel D., "Adolescent Attitudes Toward Working Women." Apr. 16, 1979, 11p.; Paper presented at the Annual Convention of the Rocky Mountain Psychological Association (Las Vegas, Nevada,)
ED 177425 CG 013853

Attitudes females have toward women's roles and working mothers are

examined. Data collected from juniors and senior college students in education reveal the following: college females continue to hold traditional views of women, and a need exists to increase the perception among adolescent females of changing sex roles and opportunities in contemporary society. A non-sexist point of view of career development is presented and recommended as a positive position for professionals and parents to advocate and model. Survey questions and responses are appended.

Tittle, Carol Kehr, "Exploration Validity in Interest Measurement," April 1979, 19p.; Paper presented at the Annual Meeting of the American Educational Research Association (63rd, San Francisco, California,) ED 170372 TM 008967

This overview of women in the work force indicates the need for increased attention to the career development of women and their attainment of equal status in the world of occupations and work. Continuing occupational segregation and salary differentials, sociological analysis of the male bias in occupational status analyses, psychological evidence on barriers for women, and limited relationships between expressed and inventoried interest, all argue for a focus on exploration validity rather than predictive validity for interest inventories. Further, this focus views interest inventories as part of an intervention (treatment), and suggests additional criteria for studies of the effects of interventions. Recent studies of effects and the criteria used in them are reviewed. Additional criteria are needed to provide for the articulation of educational, occupational, marriage, parenthood and homemaker roles.

Valverde, Leonard A., "Promotion Specialization: The Informal Process in Large Urban Districts and Its Adverse Effects on Non-Whites and Women," April, 1980, 23p.; Paper presented at American Educational Research Association Conference (Boston, MA,) ED 183708 UD 020393

This paper is directed at describing the informal promotion process utilized in large urban school districts and the effect of in-house selection on minority individuals and women. The sponsor-protege process (the informal promotion process of large urban school districts) and socialization (the psychological dimension of promotion) are discussed. Ethnography was the research methodology used. Results of the study generated information in three areas: (1) a descriptive model of the sponsor-process used in promotion; (2) an explanation of the socialization outcome, replication of the protege in the image of the sponsor; and (3) the postulation of hypotheses and corollaries which explain the exclusion of minorities and women from advancement into public school administrative roles. The report supports the premise that equal opportunity of promotion has been replaced with restrictive access to opportunity favoring white males. The proposition was set forth that institutional practices exclude culturally different people from professional advancement, thus rejecting the popularly held misbelief that women and minorities are inadequate in number, ability, and aspiration when seeking promotion.

Verheyden-Hilliard, Mary Ellen, "Professional Development Programs for Sex Equity in Vocational Education," Information Series No. 148. Ohio State Univ., Columbus, National Center for Research in Vocational Education.
ED 173538 CE 019608

One of a series of sixteen knowledge transformation papers, this paper reviews that state-of-the-art of professional development as it relates to sex equity in vocational education. First, the problem of sex discrimination is presented with statistics showing the number of women currently working and the number who are heads of their households. Next, the extent of bias among counselors and teachers is discussed since various studies have shown that most counselors have conservative attitudes towards the idea of the working mother and are not informed about the roles of women in the work force; that schools generally use biased guidance materials; and that most women pursuing nontraditional vocational education are faced with problems such as harassment that teachers do not know how to control. Methods for implementing change among vocational education teachers, counselors, and administrators are summarized for both preservice and inservice. Also covered are suggestions for helping students overcome sex stereotyping in their occupational choices. At the end, the results of a survey of sex equity coordinators are given. Based on the responses of coordinators in twenty-one states, it is concluded that the focus of the coordinators' efforts in professional training varies from state to state and that planning for the training is as important as the training itself.

Waite, Linda J., "Projecting Female Labor Force Participation from Sex-Role Attitudes." Sept. 1978, 34p.; Paper presented at the meetings of the American Sociological Association (San Francisco, Sept. 1978)
ED 159460 CE 018021

In this paper evidence on the casual connection between employment of women and sex-role attitudes is presented and evaluated. The effects of sex-role attitudes on labor force participation are reviewed, and changes in sex-role attitudes during the next fifteen years are projected. Information on the relationship between sex-role attitudes and labor market activity is used to make tentative projections of female labor force participation to 1990. The results of this analysis indicate that, if no further changes have taken place in individual attitudes toward sex roles since the early 1970's, succession of cohorts should result in an increase in female labor force participation of two to four percentage points by 1990. Also, if there is a continued trend toward acceptance by individuals of work roles for women during this period, then a rise in female labor force participation of nineteen to twenty-two points is implied by the results. The implications of these findings are discussed.

Wallston, Barbara Strudler, "Situation vs. Person Variables in Research on Women and Employment." Sept. 1978, 12p.; Paper presented at the Annual Convention of the American Psychological Association (Toronto, Ontario, Canada)
ED 173725 CG 013632

Research on women and employment, and on women generally, has had a tendency to focus on either person or situation variables, overlooking behavior as a function of the interaction of both. The omission of situation variables and the concentration on person variables in research on women and employment has serious consequences in drawing policy implications. The proportion of variance must be known, since research summaries suggest that situation-person variables generally account for more variance than either alone. Society also confounds the variables, using person explanations for characteristics which really are situation determined. Various examples from the literature on women and employment show some of the influence of structures and the revokability of women's career choices and development, but the major theories of career development fail to understand the importance of the mediating variable of sex roles.

Wircenski, Jerry L., Ed.; And Others, "The Annual Pennsylvania Conference on Postsecondary Occupational Education: New Federal Legislation Emphasis and Postsecondary Vocational Education (10th)." Pennsylvania State Univ., University Park, Center for the Study of Higher Education.
ED 184394 HE 012389

Papers from the Tenth Annual Pennsylvania Conference on Postsecondary Occupational Education, which focused on new federal emphasis and postsecondary vocational education, are presented. Edited versions of discussions of the topics are also included. The following papers are included; "Adults--An Underdeveloped National Resource," by Eugene Bottoms; "CETA: Its Relationship to Postsecondary Vocational Education," by Russell C. Paulsen; "Sex Stereotyping," by Roslyn D. Kane; "Postsecondary Vocational Education for Handicapped and Disadvantaged Populations," by Thomas C. Cooke; and "OSHA and the Occupational Educator," by Ray Wahl. Notes on the conference program and contributors are appended.

"Women in Higher Education Administration," Sept. 1978, 8p.; Paper number one was presented to the Bryn Mawr/HCRS Summer Institute for Women in Higher Education Administration (July 1978); Paper number two is a summary of a report to the Carnegie Corporation of New York.
ED 162572 HE 010652

Two papers are presented that examine the barriers to women in academic decision making and identify a variety of effective strategies for improving the status of women in higher education administration. "Strategies for Advancing Women in Higher Education Administration," by Garry D. Hays, proposes that commitment to increasing the number of

women in administrative positions should be demonstrated by example and through operating procedures. Affirmative hiring goals, search procedures, communication, and development programs are discussed. Formal and informal ways that institutions can help women acquire experiences that prepare them for higher level positions are outlined, and suggestions that can assist women candidates as they seek higher level positions are offered. "Career Development Women in Academic Administration: The Role of Training," by Rosabeth Moss Kanter and Margaret J. Wheatley, examines training programs as a strategy for advancing women in higher education administration and as a context of what can be learned about career issues of women and changing career structures for administrators. Conclusions are based on discussion with the directors of five Carnegie-sponsored training programs, 180 questionnaires returned by program participants, 30 personal interviews with program participants, interviews with 25 key senior administrators from campuses around the country, a literature review, and conversations with directors of programs concerned with improving the status of women.

"Women in Science and Technology Equal Opportunity Act, 1979. Hearing Before the Subcommittee on Labor and Human Resources, United States Senate, Ninety-Sixth Congress, First Session on S. 568 (August 1, 1979). 109p.
ED 179827 CE 023731

Proceedings are presented of hearings before the Senate Committee on Labor and Human Resources concerning the Women in Science and Technology Equal Opportunity Act. Testimony focused on the special health problems and needs of women and the need to provide equal opportunity for women in science careers. Among those testifying before the committee were Sidney Wolfe, Public Citizens Health Research Group; Barbara Seaman, co-founder of the National Women's Health Network; and Anne Briscoe, president, Association for Women in Science Educational Foundation.

Wood, Marlon M.; Greenfeld, Susan T., "Meaning of Success; A Comparison of Attitudes Among Women in Male-Dominated and Female-Dominated Occupations." Aug. 28, 1978, 38p.; Paper presented at the Annual Convention of the American Psychological Association (Toronto, Ontario, Canada)
ED 172124 CG 013567

Since the reemergence of the women's movement in the early 1970's, it has been necessary to reexamine women's definitions of success and attitudes toward work across a spectrum of traditional and non-traditional jobs. Three basic hypotheses were tested: women in female-dominated jobs (1) have higher fear of success imagery and (2) attach more importance to socioexpressive factors of success, but (3) place less emphasis on instrumental task factors of success than do women in male-dominated jobs. Data were gathered through a Profile Questionnaire and a projective test. Significant differences were found only in emphasis on instrumental task factors of success. Women in male-dominated jobs indicated a higher need to define success as "recognition from others on the job," "becoming an authority," "achieving a high salary," and "obtaining a title of responsibility,"

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An Annotated Bibliography of Resources for Eliminating Sex Bias and Role Stereotyping in Vocational Education. I-79, 1979.

ID No: ED178754 CE023193

Developed to aid vocational educators and counselors in securing resources for eliminating sex bias and role stereotyping, this bibliography contains references organized by the following topics: sex role stereotyping; textbook-curriculum bias; women in the labor force; careers and occupations; males in nontraditional roles; vocational education resources; guidance and counseling resources; parental involvement; in-service equity training materials; teacher resources; legislation; statistics; current resources (journals and newsletters); current resources (organizations and agencies); and audio-visual materials available for loan to school systems. Wherever possible, the references have been annotated.

Atkinson, Karla, Eliminating Sex-Role Stereotyping in Vocational Education: A Bibliography of Suggested Resources for Understanding and Building Sex Equity Into Secondary Vocational Education Programs, I-56, Apr. 1979.

ID No: ED177440 CG013877

The suggested resources in this bibliography are divided into sections. Section One provides resources which can assist educators in a variety of ways to facilitate equal opportunity in secondary vocational education programs. Section Two offers resources which provide a theoretical understanding of sex-role stereotyping and its implications for schools, staff, and students. Section Three is a listing of state and national projects which have undertaken to reduce sex-role stereotyping in vocational/career education. Section Four provides a list of references for more general reading on the issue of sex-role stereotyping as it affects vocational education programs, goals and objectives. Section Five includes resources which educators can use with students to encourage more non-biased career and vocational choice. Each section is introduced with a narrative that summarizes the content of the section.

Costick, Rita M., Comp., Nonsexist Career Counseling for Women: Annotated Selected References and Resources. Part I, I-31, Jan. 1978.

ID No: ED158212 CG012807

This two-part bibliography on nonsexist career counseling for women is designed to provide resources for counselors, counselor educators, teachers, and others desiring to facilitate positive, nonstereotyped career awareness and development of women at secondary and postsecondary educational levels. Adolescent and adult women seeking career counseling resources should also find specific sections useful. The materials were selected primarily for their direct relevance to women's educational equity in the realm of career counseling, for their recency, and for their accessibility to potential users. The first part, presented here, contains information on counselor training and professional development, counseling resources, career interest measurements, and minority women. The section on minority women is primarily a compilation of the entries related to minority women found in other sections throughout the two-part bibliography on career counseling.

Fisher, Anne E., Women's Worlds; NIMH Supported Research on Women, 1-114, 1978.
ID No: ED179835 CG013974

This volume of studies which focus on women themselves is intended for persons who want to know more about what current research is revealing about women, their lives, and their mental health. The research topics address the following areas of concern: (1) sex roles and sex stereotypes; (2) women and work both inside and outside the home; (3) marriage, divorce, and subsequent life-styles; (4) depression and suicide; (5) physical needs and health problems; and (6) helping services provided for women. A section listing the names of the research investigators, their NIMH grant titles and numbers, and other relevant publications are provided in the conclusion.

Goodman, Sara, Comp., Resources on Women, 1-81, 1978.
ID No: ED159098 S0011107

Approximately 600 resources related to women are listed in this bibliographical guide. The guide actually contains 19 individual bibliographies on various topics; some are annotated and some are not. Almost all entries were published during the 1960's and 1970's. The 19 categories are: research bibliographies; women's studies resources; American Psychological Association documents related to women's issues; journals, newsletters, and periodicals; women and media resources; the women's movement; psychology of women; battered women; marriage, motherhood, divorce, and widowhood; sex roles, sexism, and non-sexism; non-sexist resource materials; non-sexist films and filmstrips; women and work; careers; mid-life crises in women; lesbianism; health resources; religion; and miscellaneous resources for women.

Hohenshil, Thomas H.; Linkous, Carolyn Maddy, Sex Equality Bibliographies, 1-99, 1978.
 ID No: ED173732 CG013639

This partially annotated bibliography is one of a series designed to help educational personnel increase sex equality in vocational guidance and counseling programs. Its purpose is to help counselors and other educators to identify and eliminate sex bias and sex stereotyping, both factors which constrict career options and consequently the choice process. It includes a combination of relevant articles, books, research reports, project reports, audio-visual materials, staff training materials, organizations and directory lists. The selected references were collected from a variety of sources, including a comprehensive computer-assisted ERIC literature search, other bibliographies prepared on the subject, federal and state research and training projects, and various private and governmental agencies. Where possible, the ordering addresses and cost of the materials are given, as well as brief descriptions. This is not an exhaustive listing of every available resource; materials were selected because they seemed to be representative of categories of materials found to be especially helpful in a variety of sex equality programs.

Lord, Sharon B.; Patton-Crowder, Carolyn, Appalachian Women: A Learning/Teaching Guide, 1-188, 1979.
 ID No: ED186206 RC012042

While Appalachian women share many experiences and circumstances in common with American women in general and with rural American women in particular, the economics, social and political history, and circumstances peculiar to the region have forged life experiences for females in Appalachia which merit independent attention. This learning/teaching guide is designed to provide the necessary information for developing and/or facilitating graduate courses or pursuing independent learning about the Appalachian female experience, sex-role socialization, and women's career development. Each lesson provides an introduction to the literature, learning objectives, directions for the learner, classroom and individual learning activities, a bibliography of related readings, and an appendix including original articles developed specifically for the lesson. Unit I introduces the learner and teacher to the variety of issues and concerns of Appalachian women through their writing--in poetry, music, and prose. Unit II focuses on sex roles in Appalachia from both historical and contemporary viewpoints. Unit III explores psycho-social aspects of the female experience including employment, health, education, and

counseling needs. More than 700 major Appalachian writings by and/or about women are listed in a supplementary bibliography.

Moore, Kathryn M.; Wellitzer, Peter A., Women in Higher Education: A Contemporary Bibliography, 1-119, 1979.
ID No: ED175320 HE011592

A bibliography covering the period 1970 to 1979 provides information on research on academic women reported in journals and published and unpublished report literature. The first chapter is an overview of the research and methodological notes. The following chapters provide citations and annotations for literature in these areas: historical and contemporary perspectives; students (role behavior, careers, college/student interactions, adult women, discrimination, achievement behavior and persistence, minority women, characteristics of women students, counseling tools and techniques, sports, specific majors, rates of return, entire journal issues); graduate students (Psychosocial factors in women's graduate study, placement and career, institutional structures, training in specific fields); administrators (discrimination, roles and characteristics, leadership development, miscellaneous); faculty (discrimination, strategies and instruments related to discrimination and its reduction, women in the disciplines, women versus men; traits, states, and productivity, and general studies); and bibliographies and demographic studies, including institutional and geographically delimited studies. Entries are indexed.

Resources in Women's Educational Equity. Special Issue 1, 1-465, Dec. 1979.
ID No: ED183789 GE024321

This compilation of over 2,000 document resumes contains abstracts or annotations of materials relevant to women's educational equity which were entered into computerized data bases from January 1975 through December 1976. Covering material produced from about 1973 to 1976, the citations relate to one of six subject categories which were the primary influences in the search strategy development for document retrieval: education, legal, career, sex differences, life style, and health. The resumes are grouped by the eleven data bases which were searched: ABI/INFORM; AGRICOLA; America: History and Life; Dissertation Abstracts International; Educational Resources Information Center (ERIC); Management Contents; MEDLARS; National Technical Information Service (NTIS); Psychological Abstracts; and Sociological Abstracts. Within each data base resumes are sequenced by WE accession

number. Each resume includes some or all of the following: author(s), title, institutional affiliation, source, or, organization of origin, descriptive note, report and/or grant number, publication date, accession number of source data base, descriptors which characterize the content of the document, and a document abstract. Subject, author, and institution indexes are provided. Documents and journal articles are not available from WEECN (Women's Educational Equity Communications Network). Copies may be ordered from the parent data base or other sources as indicated in the citation.

Richards, Diane S.; Brooks, JoAnn, Secondary Students' Views on Occupational Sex Stereotyping and Sex Equity Resources for Vocational Educators and Counselors. A Project Report and Bibliography. Information Series No. 8, 1-89, Jan. 1979.
ID No: ED167782 CE020209

This report identifies the degree to which high school students consider choosing nontraditional occupations, if youths are aware of sex stereotypic influences, and what strategies they would offer to promote educational equity. Chapter 1 reviews the literature and defines the problem and objectives. Chapter 2, on procedures, describes the sample, interview techniques, and qualitative analysis. Chapter 3 reports the students' occupational choice, influences on occupational choice, rejection of nontraditional occupations, sex stereotyping influences, and strategies for counteracting sex stereotyping. Some findings are that 80% planned to enter occupations traditional to their sex, that five factors were primary career plan influences, and that students had suggestions for counteracting these influences and achieving occupational sex equity. Chapter 4 reports the study's conclusions that awareness is not reflected in most occupational choices; among students choosing nontraditional occupations there are more females than males; most choices require at least a four-year college degree; and class experience is the most influential factor in nontraditional occupational choice. The annotated bibliography for educators/counselors provides resources on sex bias in education/work; strategies to achieve sex equity; sex fair materials; inservice training to promote sex equity; assistance for returning women students; and resources for sex fair education.

Richardson, Patricia B., A Bibliography for Sex-Fair Vocational Education, 1-120, Aug. 1979.
ID No: ED185395 CE025043

6.

This bibliography was compiled in an attempt to provide resources for vocational educators to use in understanding, interpreting, and incorporating methods for the total elimination of sex discrimination, sex bias, and stereotyping in their daily classroom activities. The bibliography is organized into eight topic areas: (1) Developing Sex-Fair Vocational Education, (2) Eliminating Sexism in Language and Instructional Materials, (3) How Sex Bias Affects Men, (4) Men and Women in Nontraditional Careers, (5) Reference Materials, (6) Sex Equality Organizations, (7) Sex Fair Counseling in Guidance and Career Education, and (8) Ways of Eliminating Sexism in Schools. Within each topic area, the entries are alphabetized by title under the following categories: audio-visuals, books, dissertations, periodicals, reports, and miscellaneous. The final section of the bibliography contains a list of publishers.

Russ, Anne J., Comp., Sex-Role Stereotyping in Occupational Education: A Selected Bibliography for Educators, 1-20, Sept. 1978.
ID No: ED163198 CE018473

This annotated bibliography on sex role stereotyping in occupational education documents the background resources consulted during a project for the Cornell Institute for Occupational Education. It is divided into three sections: resources for and about secondary students (fourteen entries), resources for vocational and career educators (twenty-nine entries), and resources of general interest (twenty entries). The bibliography includes convention papers, research reports, books, questionnaires, booklets, articles, and kits. Each item includes author, title, and source and is followed by a brief description. Most of the materials were published since 1970. Several extensive bibliographies are indicated by asterisks.

Safilios-Rothschild, Constantina, Sex Role Socialization/Sex Discrimination: A Bibliography. Volume II, 1-125, Oct. 1979.
ID No: ED179459 S0012161

The bibliography presents a comprehensive list of literature on sex role socialization and sex discrimination published between 1960 and 1974. It is designed to provide researchers with an interdisciplinary bibliography on the subject and with a sense of the developmental trends in this area over the last two decades. Over 3,000 entries including books, journals, speeches, convention reports, and doctoral dissertations cover the subject in the disciplines of history, sociology, anthropology, literature, psychology, and economics. Items are listed alphabetically by author.

Watson, Cristel, MSDAC Resource Library Annotated Bibliography,
1-39, Jan. 1980.
ID No: ED186517 UD020433

This annotated bibliography lists books, films, filmstrips, recordings, and booklets on sex equity. Entries are arranged according to the following topics: career resources, curriculum resources, management, sex equity, sex roles, women's studies, student activities, and sex-fair fiction. Included in each entry are name of author, editor or compiler; title; name and address of publisher; description of material; level of use; and the population group most likely to find the material useful.

- Wendler, Cathy L. W., Resource List: Sex-Role Stereotyping,
1-45, 1978.
ID No: ED159573 GG012864

Contained in this resource listing are materials available on sex role stereotyping. The materials focus on research reports, books, manuals and audiovisual materials relevant to the field. The list is divided into 12 sections for easy access: Audio Visual Materials, Bibliographies, Careers, Teaching, Counseling, Curricular Materials, Language, Law, Measurement, Policy Papers, Sex Roles, and Workshop Modules. Wherever possible mailing addresses and contact persons' names are provided to facilitate dissemination. Resources available from ERIC have the appropriate information given.

APPENDICES SECTION

Number of Abstracts Related to Topics and Issues

No. of Abstracts	Topics and Issues
139	Nontraditional career counseling, stereotyping, role models for young women
69	EEOC - Equal Employment Opportunities Commission
43	Sex Discrimination & legislation
30	Comparisons of income based on sex
26	Sex discrimination in academe
25	Women in science, math, medicine, engineering
25	Women in executive positions
21	Success of women in pharmacy, banking, newspapers, space, astronomy, government, broadcasting, trades
19	Opportunities for women
17	Women in school administration
14	Title VII of Civil Rights Act of 1964
12	Economic impact on and by working women
11	Women & minorities
10	Combination of marriage & career for women
7	Women in farming
6	Sexual harassment
6	Reverse discrimination - Bakke case
3	Networking
Approx. 100	<u>Miscellaneous listing</u>
	ERA, equal rights, traditional women, women's colleges, military, services for women, biases, women's expectations, business ownership, black women, unions, career encouragement -

A Frequency Count of Multiple Document Types

Journal Articles	333	Research Reports	107
Magazines	42	Conference Papers	37
Project Descriptions	24	Bibliographies	14
Conference Proceedings	12	Review of Literature	12
Instructional Material	9	Legal Material	9
Position Papers	9	Books	7
Non-Classroom Material	7	Classroom Material	5
Teaching Guides	5	Evaluation Reports	4
General Reports	3	Statistical Reports	2
Collection	1	Law Review	1
Newspaper article	1	Serial	1
Miscellaneous	1		